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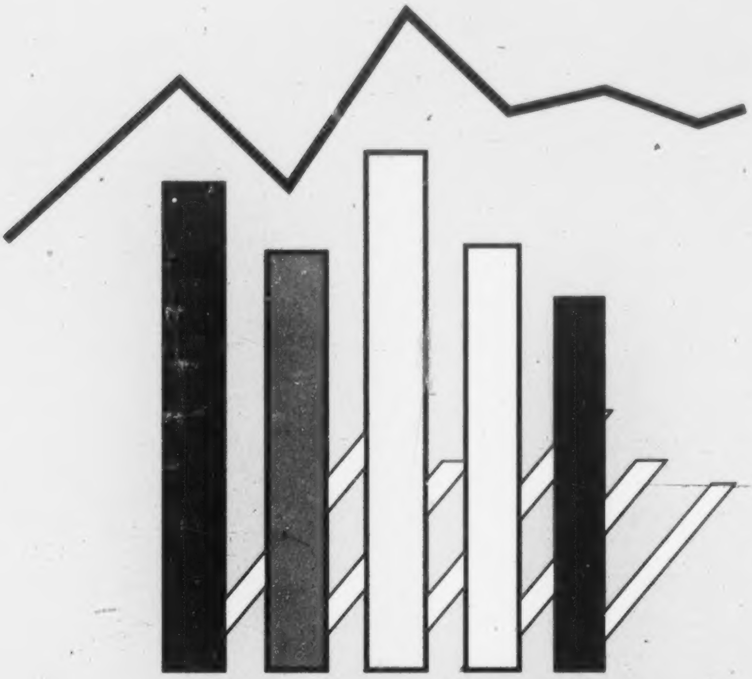
1989-90 Administrative Compensation Survey



1989-90 Administrative Compensation Survey

By

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College and University Personnel Association

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1989-90 ADMINISTRATIVE COMPENSATION SURVEY
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ACKNOWLEDGMENTS

More than any other project or publication, this annual survey report exemplifies CUPA at its best. If CUPA is an organization of, by and for personnel practitioners in higher education that thrives on volunteerism, then this service to the nation's colleges and universities survives because of volunteers.

First and foremost, I would like to thank the survey respondents, the literally thousands of you who take the time each year to respond to CUPA's request for current salary data on selected positions. We know the effort involved, the care you take and the time constraints you meet. We also appreciate the ideas, suggestions and comments for improvement you direct our way throughout the year.

Second, I wish to thank the members of the AdComp Advisory Committee, who meet several times throughout the year, usually sacrificing family time on weekends to do so, in order to guide and shape this survey service to meet the ongoing needs of the academic community for information, not just data, about our salary practices:

Forest Benedict, University of Missouri-System
Kirk Beyer, University of Nebraska-Lincoln
Jim Bryan, Delaware Valley Community College
John Toller, University of Connecticut

Third, I want to thank Carole Newman and Robin Donaldson and their colleagues of The Brookings Institution for their superb handling of the process of data collection and information reporting.

Last, and always, I wish to thank Martha Provenzano of the CUPA national office, for her dedicated and tireless support in co-ordinating this effort.

To each and all of you volunteers, kudos, for making it happen!

Kathleen E. Donofrio
Director of Personnel
Loyola College in Maryland
Chair, AdComp Advisory Committee

INTRODUCTION

CUPA's annual *Administrative Compensation Survey* is designed to provide the most comprehensive and up-to-date salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, it is essential for this investment to be managed in the most effective manner possible. To meet that objective, the *1989-90 Administrative Compensation Survey* provides a broad range of salary data to enable decision makers to evaluate their current pay levels and plan their compensation budgets appropriately.

The *1989-90 Administrative Compensation Survey* marks the thirteenth year that CUPA has conducted this survey on an annual basis. Selection of surveyed positions is based on an analysis of the administrative positions common to most higher education institutions. This year's survey reports data on 167 of these positions.

With each survey we learn more about the salary information requirements of higher education and consequently, appropriate modifications are made to improve the methods of collecting data and presenting the results.

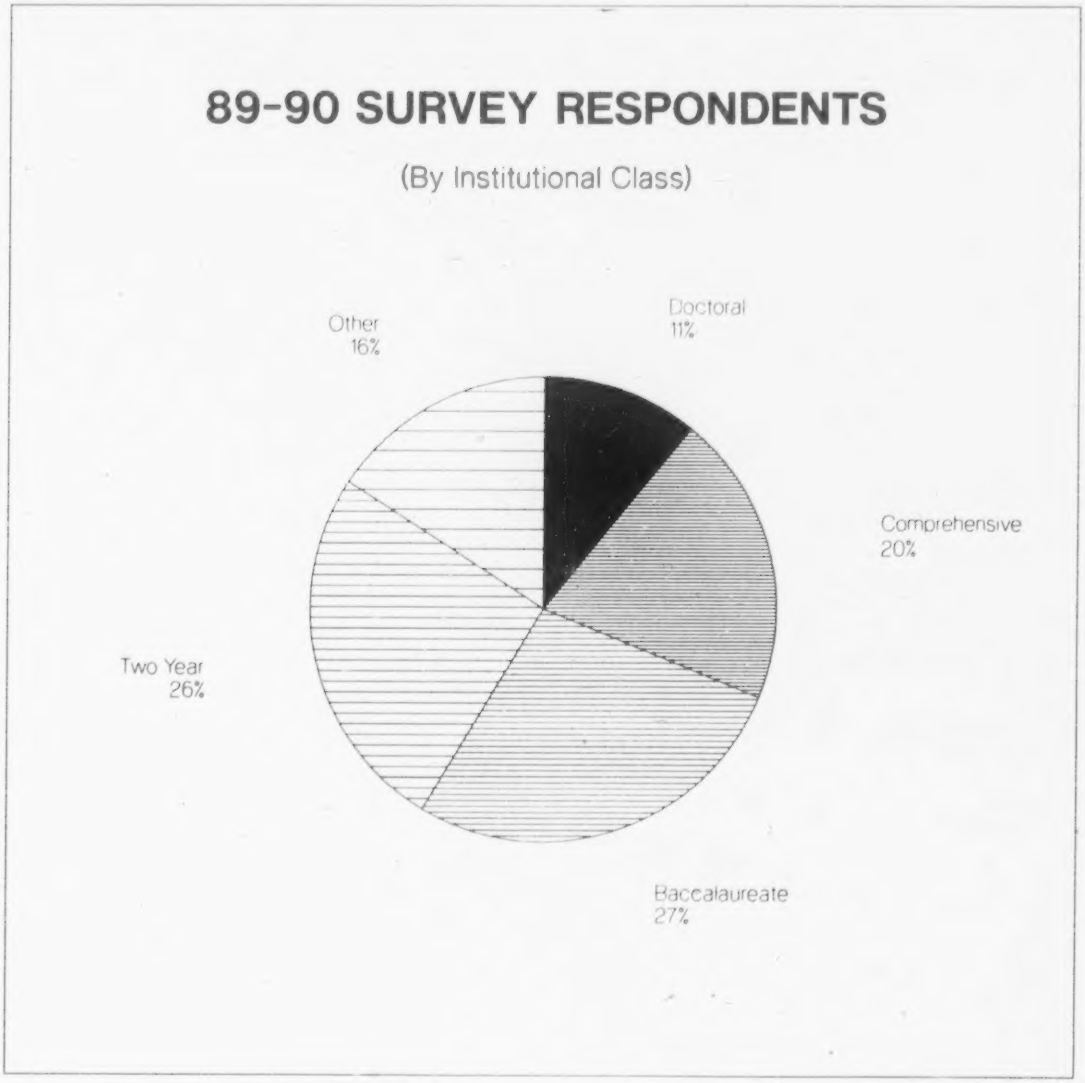
We believe that annual refinements in the survey better serve the needs of CUPA members in particular, and higher education in general. To that end, we invite your suggestions for improved collection and reporting of salary data.

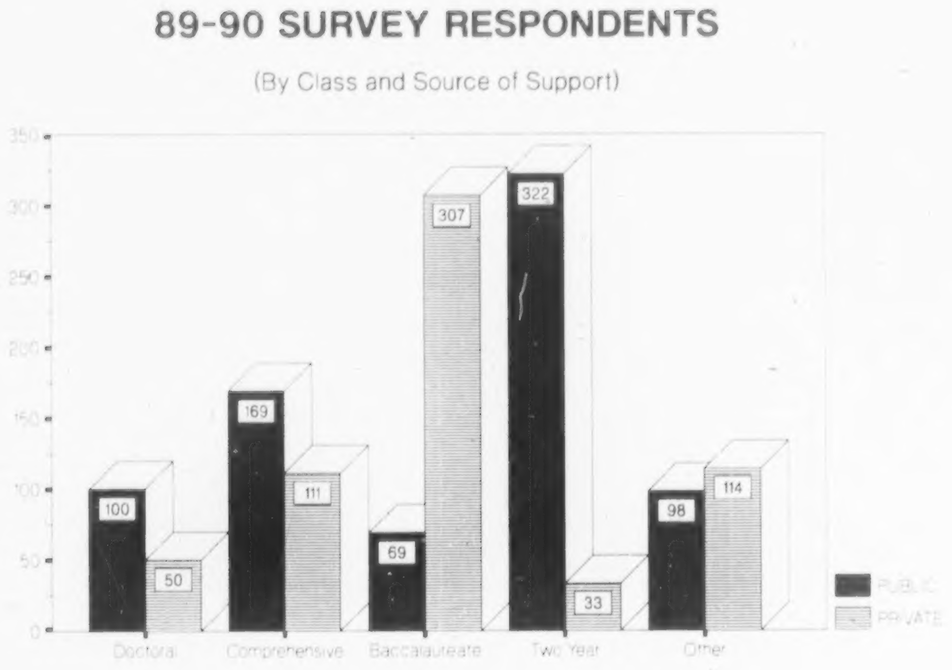
An additional benefit of this survey is the availability of Special Study Reports tailored to specific institutional objectives. This year, Special Study capabilities have been expanded. Please refer to Appendix B for information regarding Special Studies.

Cautionary Note: The General Tables should be used only to obtain a broad overview of position salaries because these include data from all reporting institutions. For comparative analyses between positions or among institutions, consult the Comparative Tables. More specific data to meet the specialized requirements or preferences of an institution is available through customized reports. (See Special Study Information in Appendix B.)

I. 1989-90 SURVEY RESPONDENTS

Survey questionnaires were sent to approximately 3,300 higher education institutions, of which 1,390 responded by the deadline date of October 13, 1989. The alphabetical list of respondents that appears in Appendix A indicates each institution's classification; source of financial support; system affiliation; and state residence.





SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the survey has been conducted. The questionnaire, along with a letter inviting participation, was sent to each institution of higher education. Instructions for reporting the data and summary descriptions of the position for which data were sought accompanied the questionnaire. Appendix E contains the survey form and instructions along with the summary position descriptions.

In processing the data, the survey staff have given each institutional response form a code number to ensure confidentiality.The assurance of confidentiality has fostered the broad participation that has characterized the survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is again maintained by the application of two rules. First, the special order must sample eight or more institutions: Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the fall of 1989.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1989-90.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, capital expenditures and similar activities.

PERCENTILE RANGE

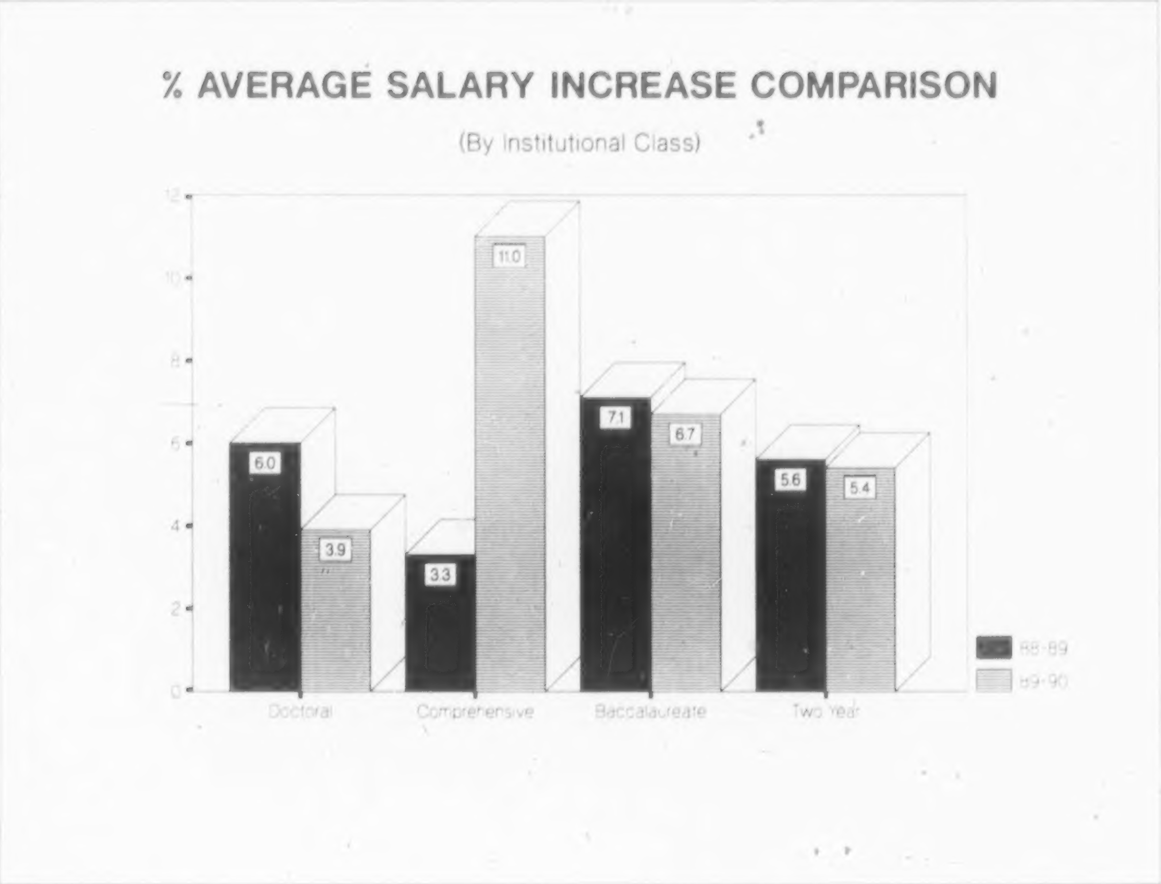
Salary data shown on the basic tables in this report indicate the median and the percentile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it is not skewed by extremely high and low salaries as is the mean.
- The 20th percentile indicates the salary level that 20 percent of all reported salaries either equal or fall below.
- The 40th percentile indicates the salary level that 40 percent of all reported salaries either equal or fall below.
- The 60th percentile indicates the salary level that 60 percent of all reported salaries either equal or fall below.
- The 80th percentile indicates the salary level that 80 percent of all reported salaries either equal or fall below.

III. 1989-90 SALARY INCREASES

SALARY INCREASES

For positions surveyed in 1989-90 weighted averages of median salaries reportedly increased as shown:

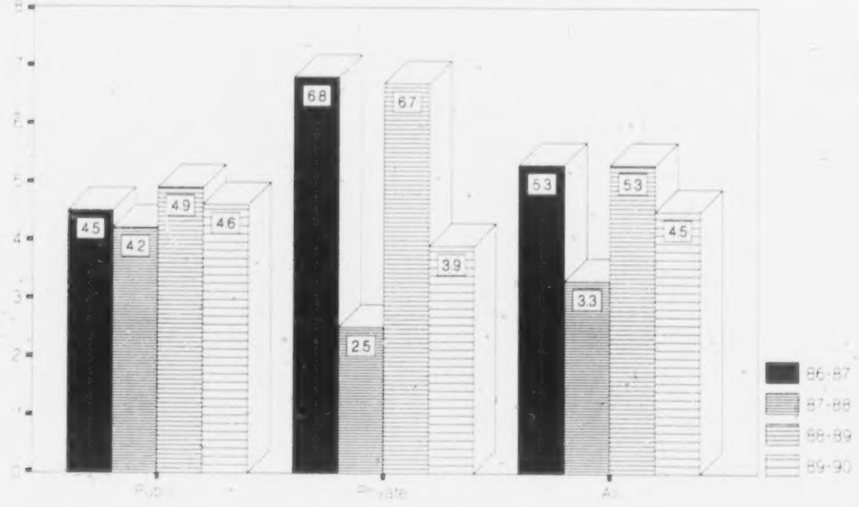


% AVERAGE SALARY INCREASE COMPARISON

(By Institutional Class)

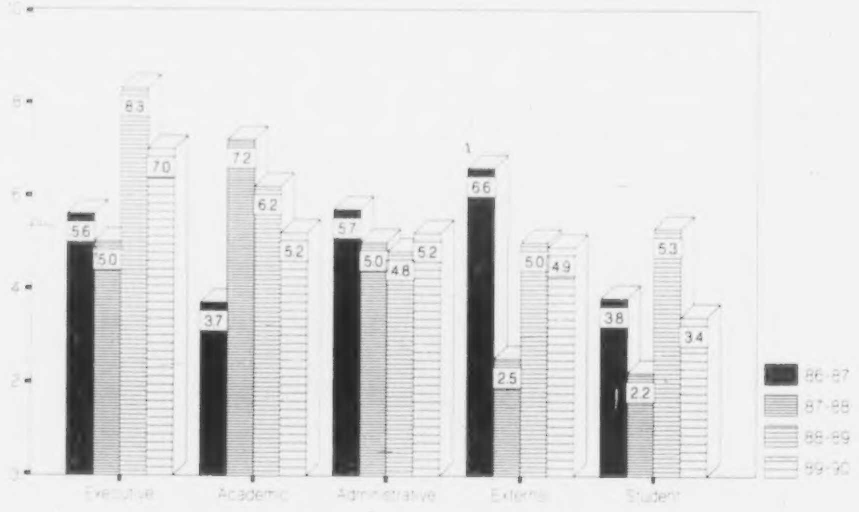
% AVERAGE SALARY INCREASE COMPARISON

(By Source of Support)



% AVERAGE SALARY INCREASE COMPARISON

(By Job Family)



Tables

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $8.4 MIL OR LESS	QUARTILE 2 $8.4-$18MIL	QUARTILE 3 $18-$47MIL	QUARTILE 4 $47MIL OR MORE	MEDIAN BUDGET $18MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$68,760	$75,854	$85,729	$115,000	$91,400	227
101.10 Asst to Ceo/System	$37,793	$45,227	$53,373	$66,000	$57,553	91
102.00 Ceo / Single Inst	$70,000	$84,800	$95,650	$115,000	$87,000	1168
102.10 Asst to Ceo/Single	$33,244	$36,937	$46,000	$55,575	$45,600	550
103.00 Exec Vice Pres	$57,057	$60,139	$74,731	$99,623	$73,978	260
ACADEMIC						
201.00 Chief Acad Off	$50,810	$61,425	$74,844	$95,000	$67,000	1306
202.00 Chf Hlth Prof Off	$46,200	$42,320	$60,000	$122,500	$83,208	99
203.00 Dir Library Serv	$31,623	$37,954	$49,228	$66,936	$43,903	1127
203.10 Circulatn Librarian	$20,400	$22,000	$27,464	$31,700	$26,623	528
203.20 Acquistns Librarian	$22,500	$25,183	$29,884	$36,800	$30,603	513
203.30 Tech Serv Librarian	$23,100	$26,204	$32,400	$41,680	$31,308	652
203.40 Public Serv Librarian	$26,580	$27,694	$32,516	$43,250	$32,818	418
203.50 Reference Librarian	$23,975	$26,047	$29,723	$35,300	$28,900	698
204.00 Dir Instit Research	$37,484	$38,207	$45,254	$55,000	$46,066	547
204.10 Asse Dir Inst Res	$40,500	$29,573	$33,718	$39,312	$37,692	133
205.00 Dir Educ Media Serv	$26,946	$27,482	$33,866	$46,440	$34,001	534
206.00 Dir Learning Res Ctr	$31,650	$36,054	$38,896	$45,160	$47,500	450
207.00 Dir Internatl Std Ed	$35,956	$37,125	$46,000	$49,498	$46,188	194
208.00 Dir Comp Ctr,Opr/Acad	$31,000	$35,949	$44,573	$57,525	$46,013	422
208.10 Asse Dir CC Opr/Acad	$26,702	$25,000	$32,928	$51,764	$39,520	167
209.00 Admn,Grants-Contract	$33,230	$29,590	$40,178	$52,584	$44,612	467
210.00 Dean,Architecture	*	$48,225	$48,500	$85,000	$81,622	56
211.00 Dean,Agriculture	$44,655	$56,089	$59,320	$89,448	$81,750	71
212.00 Dean,Arts & Letters	$44,286	$48,751	$59,920	$79,525	$58,000	103
213.00 Dean,Arts & Sciences	$43,392	$50,043	$63,299	$82,368	$66,000	402
214.00 Dean,Business	$44,385	$48,162	$63,917	$88,631	$66,000	606
215.00 Dean,Communications	$37,000	$38,983	$52,000	$75,550	$53,318	98
216.00 Dean,Continuing Ed	$40,637	$44,489	$52,300	$66,633	$50,000	570
217.00 Dean,Dentistry	$110,087	$48,865	$48,222	$110,000	$110,000	50
218.00 Dean,Education	$39,111	$49,220	$60,419	$78,000	$64,000	392
219.00 Dean,Engineering	$45,368	$53,969	$63,208	$95,953	$81,200	241
221.00 Dean,Extension	$35,565	$42,250	$59,014	$80,000	$59,014	81
222.00 Dean,Fine Arts	$37,049	$45,818	$57,540	$75,225	$57,928	162
223.00 Dean,Graduate Program	$43,660	$45,000	$57,781	$76,305	$65,199	393
224.00 Dean,Hlth-Rltd Prof	$43,951	$45,572	$60,111	$79,073	$60,000	215
225.00 Dean,Home Economics	$18,480	$37,820	$41,000	$76,800	$72,200	43
226.00 Dean,Humanities	$40,667	$43,855	$57,289	$73,464	$50,400	210
227.00 Dean,Instruction	$50,516	$52,967	$59,329	$57,928	$55,533	43
228.00 Dean,Law	$54,575	$82,500	$93,888	$115,500	$109,472	127
229.00 Dean Lib & Inf Sci	$43,092	$45,100	$56,794	$72,243	$62,000	68
230.00 Dean,Mathematics	$34,884	$40,068	$53,050	$62,300	$48,270	107
231.00 Dean,Medicine	$176,450	*	$146,330	$151,632	$151,410	76
232.00 Dean,Music	$32,256	$46,090	$50,000	$74,784	$55,456	78
233.00 Dean,Nursing	$40,290	$44,277	$53,787	$79,260	$56,200	281
234.00 Dean,Occ Std/Voc Ed	$44,189	$46,000	$57,039	$68,540	$52,146	215
235.00 Dean,Pharmacy	$109,350	$86,964	$76,496	$89,032	$86,964	55
236.00 Dean,Public Health	$130,200	*	$45,331	$96,060	$94,000	19
237.00 Dean,Sciences	$37,811	$46,822	$57,395	$82,549	$53,577	246
238.00 Dean,Social Sciences	$39,088	$44,113	$55,575	$76,008	$49,789	191
239.00 Dean,Social Work	$47,603	$40,971	$55,000	$83,983	$75,042	67
240.00 Dean,Special Programs	$36,431	$42,042	$52,499	$64,319	$45,030	107
241.00 Dean,Undergrad Prog	$47,300	$45,932	$61,475	$73,788	$58,027	105
242.00 Dean,Veterinary Sci	*	$100,428	*	$97,524	$100,428	21
ADMINISTRATIVE						
301.00 Chief Business Off	$47,734	$57,348	$72,010	$88,718	$63,307	1149
301.01 Chief Admin Off	$48,470	$53,135	$63,105	$83,847	$64,403	195
301.02 Chief Financial Off	$40,600	$48,501	$58,323	$73,034	$58,463	348
301.10 Dir Health & Safety	$34,752	$30,958	$35,951	$45,000	$42,000	201
301.20 Dir Telecommunic	$27,517	$33,238	$34,500	$48,859	$41,000	285
302.00 Chief Planning Off	$45,800	$47,000	$54,944	$67,416	$57,780	207
303.00 Chief Budgeting Off	$41,982	$41,888	$45,576	$57,756	$50,900	393
303.10 Asse Budget Dir	$35,040	$29,350	$35,946	$45,300	$40,000	201
304.00 Chief Plan-Budgt Off	$53,694	$46,582	$56,852	$70,000	$64,316	107
305.00 General Counsel	$59,508	$37,750	$52,209	$73,459	$66,700	207
305.10 Staff Attorneys	$45,152	$10,000	$42,138	$51,475	$50,117	120
306.00 Chf Personnel/HR Off	$32,200	$35,825	$44,817	$61,000	$46,875	753
306.10 Asse Dir Pers/HR	$27,430	$27,350	$32,800	$44,829	$37,450	317
306.20 Manager Benefits	$32,159	$21,979	$25,062	$34,896	$30,577	335
306.30 Manager Training-Dev	$39,827	$34,074	$29,187	$36,425	$35,692	147
306.40 Manager Empl Relatns	$33,000	$24,192	$39,000	$39,935	$39,000	94
306.50 Manager Labor Rel	$55,199	$43,200	$56,188	$50,500	$50,562	61
306.60 Manager Employment	$28,305	$24,372	$26,459	$33,278	$31,000	250
306.70 Mgr Wage-Sal/Mgr,Comp	$28,518	$21,308	$29,988	$35,196	$34,297	195
306.80 Mgr Personnel Inf Sys	$34,019	$35,000	$30,803	$27,313	$34,152	114
307.00 Dir AA/EEO	$45,101	$40,693	$40,000	$50,000	$46,482	321
307.10 Asse Dir AA/EEO	$29,527	$38,383	$37,192	$35,000	$35,000	74
308.00 Dir Pers-AA	$31,700	$35,000	$43,702	$56,990	$37,979	227
309.00 Dir Computer Center	$34,490	$40,600	$51,950	$68,113	$49,896	715
309.10 Asse Dir Computer Ctr	$30,000	$31,675	$41,174	$55,975	$42,000	257
309.20 Data Base Admin	$26,375	$26,604	$35,425	$45,795	$40,200	219
309.30 Sys Analyst I-Hi	$28,480	$27,575	$34,249	$40,672	$37,449	457
309.40 Sys Analyst II-Lo	$23,741	$23,657	$27,800	$32,660	$30,160	317
309.50 Prog Analyst I-Hi	$27,454	$26,389	$30,877	$31,328	$30,770	647

*denotes 3 cases or fewer.

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $8.4 MIL OR LESS	QUARTILE 2 $8.4-$18MIL	QUARTILE 3 $18-$47MIL	QUARTILE 4 $47MIL OR MORE	MEDIAN BUDGET $18MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$23,508	$21,900	$24,573	$25,032	$24,638	552
310.00 Dir Comp Ctn Op/Ad	$33,652	$36,444	$44,100	$58,000	$45,360	375
310.10 Assc Dir Cmp Cnt	$29,722	$29,500	$36,858,	$51,850	$38,135	178
311.00 Dir Inform Systems	$38,583	$40,280	$49,100	$58,682	$52,860	254
312.00 Chf Phys Plnt/Fac	$31,991	$39,220	$47,682	$62,770	$45,000	1122
312.10 Assc Dir Phys Plnt	$26,925	$29,980	$37,506	$48,995	$37,596	522
312.20 Mgr Landscape/Grds	$23,763	$24,000	$27,876	$34,440	$29,000	518
312.30 Mgr Bldg Mnt Trades	$23,284	$28,662	$31,113	$38,576	$32,498	452
312.40 Mgr Tech Trades	$29,243	$27,040	$30,704	$38,920	$34,225	205
312.50 Mgr Custodial Srv	$20,960	$22,721	$28,718	$34,280	$28,090	570
312.60 Mgr Power Plant	$28,651	$29,479	$32,551	$39,849	$35,877	260
313.00 Comptroller	$32,450	$37,838	$48,715	$61,600	$46,783	763
313.10 Manager Payroll	$21,000	$22,872	$26,880	$35,195	$28,991	584
314.00 Dir Accounting	$27,842	$31,460	$37,119	$47,246	$38,798	529
314.10 Staff Accountant-Hi	$23,610	$26,338	$29,652	$29,897	$28,434	591
314.20 Staff Accountant-Lo	$20,076	$21,200	$23,028	$24,648	$23,000	497
315.00 Bursar	$25,000	$27,149	$31,879	$42,081	$34,400	386
315.10 Assc Bursar	$27,101	$22,684	$24,700	$31,052	$28,896	102
316.00 Dir Purchasing	$26,000	$29,111	$35,218	$47,350	$36,968	730
316.10 Assc Dir Purchasing	$25,723	$21,160	$27,848	$36,935	$32,566	234
317.00 Dir Bookstore	$19,000	$23,095	$30,983	$41,995	$27,500	731
317.10 Assc Dir Bookstore	$15,653	$18,360	$23,174	$29,004	$24,268	185
318.00 Dir Internal Audit	$38,139	$33,334	$35,713	$48,900	$44,647	324
319.00 Dir Aux Services	$29,585	$40,425	$42,018	$56,700	$45,601	328
319.10 Mgr Mail Services	$15,600	$16,000	$20,704	$26,949	$21,446	453
320.00 Dir Campus Security	$21,810	$26,354	$33,290	$45,432	$33,722	807
321.00 Dir Risk Mgt/Ins	$52,747	$31,000	$39,577	$48,630	$46,900	144
322.00 Admin Hosp Med Ctr	$117,000	$29,934	$125,000	$123,429	$122,715	46
322.10 Dir Med Ctr Pub Rel	$57,878	$50,820	$34,486	$52,445	$51,230	46
322.10 Dir Med Ctr Pers	$59,496	$34,000	$47,372	$52,308	$50,280	30
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,000	$52,550	$63,703	$76,000	$58,000	825
401.10 Dir Annual Giving	$27,581	$29,665	$33,625	$41,124	$34,200	454
401.20 Dir Corp/Fndtn Rel	$35,000	$34,429	$38,050	$47,205	$40,000	331
401.30 Coord Res Dev	$25,500	$22,800	$26,585	$33,361	$27,910	205
401.40 Dir Estate Pln	$35,575	$33,700	$43,706	$51,876	$42,390	181
402.00 Chf Pubic Rel Off	$27,317	$33,500	$42,695	$59,749	$40,700	707
402.10 Dir Gov/Leg Rel	$53,256	$48,000	$59,393	$64,588	$62,000	150
403.00 Chf Dev/Pub Rel Off	$39,000	$45,608	$62,946	$83,038	$64,700	225
404.00 Dir Alumni Affairs	$26,008	$28,000	$35,068	$46,310	$33,600	743
405.00 Dir Dev/Alumni Aff	$36,794	$43,000	$45,000	$55,278	$43,741	117
406.00 Dir Spec/Defer Gifts	$32,000	$35,000	$43,000	$50,448	$41,077	172
407.00 Dir Church Relations	$27,998	$32,426	$40,748	$50,457	$33,150	88
408.00 Dir Community Serv	$34,950	$39,600	$43,297	$43,872	$40,598	199
409.00 Dir Publications	$25,667	$29,866	$30,476	$40,517	$33,809	460
409.10 Assc Dir Publicatns	$23,785	$20,892	$25,500	$31,008	$26,363	149
409.20 Mgr Printing Srv	$20,825	$22,844	$28,368	$36,407	$29,640	458
410.00 Dir Info Office	$26,000	$26,710	$34,500	$48,326	$33,638	391
411.00 Dir News Bureau	$20,780	$22,940	$27,300	$36,394	$30,030	245
STUDENT SERVICES						
501.00 Chf Student Aff Off	$41,222	$48,157	$59,709	$74,640	$54,463	1216
502.00 Dir Admissions	$32,598	$39,284	$45,742	$53,800	$41,974	906
502.10 Assc Dir Admissions	$23,221	$25,023	$30,631	$36,468	$30,000	667
502.20 Admissions Counselor	$18,900	$19,000	$21,590	$22,915	$20,911	708
502.30 Academic Advisor	$23,141	$24,370	$27,873	$24,210	$24,278	295
503.00 Dir.Adm & Registrar	$36,174	$41,857	$49,798	$60,000	$47,393	200
504.00 Registrar	$28,000	$33,500	$40,610	$51,145	$37,899	1042
504.00 Assc Registrar	$23,108	$24,562	$30,142	$37,790	$31,409	337
504.20 Asst Registrar	$18,530	$21,687	$25,447	$29,950	$25,493	447
505.00 Dir Adm/Fin Aid	$35,385	$46,161	$54,400	$62,500	$47,079	151
506.00 Dir Student Fin Aid	$27,997	$32,970	$39,600	$48,555	$36,897	1174
506.10 Assc Dir Std Fin Aid	$20,203	$22,000	$27,000	$34,450	$27,294	610
507.00 Dir Food Services	$26,800	$30,541	$39,016	$48,733	$37,240	323
507.10 Assc Dir Food Serv	$19,800	$24,000	$29,765	$40,000	$32,020	153
508.00 Dir Student Housing	$24,000	$26,575	$33,600	$45,642	$33,900	616
508.10 Assc Dir Std Housing	$19,365	$20,326	$24,065	$33,995	$28,080	240
508.20 Housing Off/Adm Opr	$17,550	$21,400	$25,788	$35,129	$29,800	144
508.30 Housing Off/Res Life	$19,000	$21,200	$24,106	$33,200	$24,913	300
510.00 Dir Foreign Students	$26,208	$25,389	$30,000	$37,197	$31,333	251
511.00 Dir Student Union	$30,867	$28,967	$34,040	$44,876	$37,792	350
511.10 Assc Dir Std Union	$25,970	$23,158	$26,712	$34,616	$30,800	143
511.20 Std Union Bsn Mgr	$23,780	$32,454	$29,087	$31,395	$30,579	77
512.00 Dir Std Activities	$23,430	$25,080	$31,363	$38,652	$30,000	719
513.00 Dir Std Placement	$25,990	$28,794	$34,024	$45,101	$33,845	832
514.00 Dir Std Counseling	$30,215	$33,218	$41,000	$49,903	$39,908	803
514.10 Assc Dir Std Cnslg	$24,768	$24,333	$33,512	$40,700	$34,725	197
515.00 Dir Std Hlth-Physicn	$39,119	$27,825	$63,200	$75,787	$70,008	260
516.00 Dir Std Hlth-Nurse	$19,998	$21,764	$28,895	$35,745	$26,466	528
517.00 Dir Campus Ministries	$23,790	$26,813	$33,600	$40,825	$30,269	304
518.00 Dir Athletics	$32,600	$38,301	$50,058	$67,218	$47,175	828
519.00 Dir Sports Info	$20,100	$20,533	$24,300	$31,700	$26,204	464
520.00 Dir Athletics/Men	$34,725	$41,155	$48,299	$52,938	$49,700	62
521.00 Dir Athletics/Women	$25,280	$26,950	$35,810	$44,011	$36,228	142
522.00 Dir Campus Rec	$24,960	$24,484	$28,059	$37,892	$30,626	388
523.00 Dir Enrollment Mgmt	$36,725	$43,452	$52,150	$62,027	$47,580	149
524.00 Dir Minority Affairs	$29,375	$28,368	$33,600	$40,000	$35,000	250
525.00 Dir Conferences	$29,184	$29,000	$30,350	$43,646	$35,508	229

*denotes 3 cases or fewer.

TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $9.9 MIL OR LESS	QUARTILE 2 $9.9-$25MIL	QUARTILE 3 $25-$73MIL	QUARTILE 4 $73MIL OR MORE	MEDIAN BUDGET $25MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$72,599	$76,655	$91,296	$115,000	$92,910	166
101.10 Asst to Ceo/System	$37,088	$47,800	$52,746	$65,000	$57,553	75
102.00 Ceo / Single Inst	$70,050	$84,212	$91,600	$115,843	$86,000	606
102.10 Asst to Ceo/Single	$40,103	$45,455	$48,635	$59,800	$50,064	288
103.00 Exec Vice Pres	$65,032	$66,162	$72,000	$100,503	$76,560	131
ACADEMIC						
201.00 Chief Acad Off	$54,564	$65,246	$76,560	$95,700	$70,692	711
202.00 Chf Hlth Prof Off	$42,100	$47,450	$62,415	$122,500	$78,765	66
203.00 Dir Library Serv	$37,548	$43,713	$55,158	$71,850	$50,862	554
203.10 Circulatn Librarian	$26,000	$25,200	$30,978	$32,278	$30,402	268
203.20 Acquistns Librarian	$26,364	$29,803	$34,144	$37,530	$34,080	273
203.30 Tech Serv Librarian	$28,533	$30,000	$36,936	$44,246	$35,669	312
203.40 Public Serv Librarian	$29,082	$29,847	$38,001	$46,000	$36,428	221
203.50 Reference Librarian	$28,841	$28,406	$32,683	$37,415	$32,492	349
204.00 Dir Instit Research	$39,140	$41,441	$49,060	$56,347	$48,336	372
204.10 Assc Dir Inst Res	$37,186	$34,387	$35,664	$42,958	$38,550	107
205.00 Dir Educ Media Serv	$31,272	$34,075	$43,663	$51,396	$41,004	302
206.00 Dir Learning Res Ctr	$37,193	$43,662	$48,000	$47,352	$43,382	287
207.00 Dir Internatl Std Ed	$55,640	$45,320	$51,341	$52,210	$51,340	105
208.00 Dir Comp Ctr,Opr/Acad	$36,805	$39,390	$46,440	$61,246	$50,125	206
208.10 Assc Dir CC Opr/Acad	$30,537	$23,816	$39,876	$54,000	$45,620	83
209.00 Admn,Grants-Contract	$35,000	$36,024	$42,848	$55,490	$47,227	330
210.00 Dean,Architecture	*	*	$63,300	$81,500	$81,000	43
211.00 Dean,Agriculture	$44,655	$56,089	$62,849	$92,700	$81,506	70
212.00 Dean,Arts & Letters	$47,624	$49,993	$67,193	$82,236	$60,170	74
213.00 Dean,Arts & Sciences	$45,672	$58,132	$66,950	$87,300	$68,000	273
214.00 Dean,Business	$45,056	$53,918	$68,450	$90,600	$66,348	424
215.00 Dean,Communications	$39,933	$46,240	$52,000	$77,113	$57,840	63
216.00 Dean,Continuing Ed	$43,416	$48,204	$55,527	$70,152	$52,476	390
217.00 Dean,Dentistry	$121,559	$48,865	$74,136	$109,904	$109,750	36
218.00 Dean,Education	$48,947	$54,988	$66,366	$81,453	$68,562	278
219.00 Dean,Engineering	$45,737	$54,500	$69,200	$96,955	$82,534	178
221.00 Dean,Extension	$36,140	$45,114	$61,004	$82,480	$59,497	65
222.00 Dean,Fine Arts	$43,400	$49,600	$61,190	$77,372	$62,453	111
223.00 Dean,Graduate Program	$57,144	$50,350	$63,542	$80,010	$69,996	242
224.00 Dean,Hlth-Rltd Prof	$43,881	$47,578	$62,918	$80,332	$60,577	194
225.00 Dean,Home Economics	$37,820	$55,723	$56,009	$77,524	$75,000	38
226.00 Dean,Humanities	$44,339	$52,139	$59,700	$81,530	$54,608	146
227.00 Dean,Instruction	$48,456	$54,552	$58,396	$71,482	$55,533	37
228.00 Dean,Law	$73,133	*	$82,804	$111,091	$106,627	65
229.00 Dean Lib & Inf Sci	$46,667	$45,555	$57,378	$72,243	$62,000	55
230.00 Dean,Mathematics	$41,369	$47,451	$57,530	$83,164	$53,188	75
231.00 Dean,Medicine	$212,598	*	$121,625	$135,147	$141,250	59
232.00 Dean,Music	$45,180	$69,836	$55,452	$76,112	$71,955	30
233.00 Dean,Nursing	$40,580	$48,600	$57,945	$82,499	$60,050	194
234.00 Dean,Occ Std/Voc Ed	$44,155	$50,521	$59,808	$70,410	$52,426	204
235.00 Dean,Pharmacy	$109,350	$86,964	$70,930	$95,523	$90,500	44
236.00 Dean,Public Health	$130,200	$45,975	$44,686	$91,060	$84,000	15
237.00 Dean,Sciences	$45,041	$51,326	$61,708	$89,100	$57,293	179
238.00 Dean,Social Sciences	$46,777	$49,844	$60,100	$89,098	$55,068	132
239.00 Dean,Social Work	$66,900	$54,084	$69,129	$83,148	$78,675	44
240.00 Dean,Special Programs	$39,016	$46,745	$53,166	$72,203	$47,766	74
241.00 Dean,Undergrad Prog	$51,283	$54,964	$66,676	$70,950	$63,000	53
242.00 Dean,Veterinary Sci	*	$100,428	*	$94,000	$94,310	18
ADMINISTRATIVE						
301.00 Chief Business Off	$50,663	$60,943	$73,114	$89,300	$65,407	644
301.01 Chief Admin Off	$48,901	$59,580	$65,529	$80,553	$67,040	.05
301.02 Chief Financial Off	$40,000	$50,922	$58,062	$74,566	$59,912	188
301.10 Dir Health & Safety	$37,484	$35,662	$35,902	$50,069	$42,054	157
301.20 Dir Telecommunic	$28,094	$36,259	$37,393	$49,750	$43,248	195
302.00 Chief Planning Off	$52,233	$47,531	$57,738	$67,300	$59,000	146
303.00 Chief Budgeting Off	$43,480	$42,831	$46,009	$59,388	$51,060	283
303.10 Assc Budget Dir	$34,578	$32,500	$36,175	$47,384	$41,103	139
304.00 Chief Plan-Budgt Off	$51,396	$51,031	$56,134	$72,127	$64,976	70
305.00 General Counsel	$63,449	$43,005	$53,976	$72,358	$65,926	143
305.10 Staff Attorneys	$56,454	$10,000	$42,276	$52,135	$50,268	88
306.00 Chf Personnel/HR Off	$35,450	$40,556	$48,907	$62,850	$50,878	453
306.10 Assc Dir Pers/HR	$31,959	$35,118	$37,356	$46,152	$39,946	205
306.20 Manager Benefits	$30,516	$24,348	$28,023	$36,286	$31,596	221
306.30 Manager Training-Dev	$39,911	$29,187	$34,661	$36,204	$36,102	115
306.40 Manager Empl Relatns	$73,167	$52,247	$39,368	$41,657	$41,657	67
306.50 Manager Labor Rel	$61,897	$43,200	$50,562	$51,170	$50,562	50
306.60 Manager Employment	$24,458	$25,572	$30,100	$36,332	$31,959	164
306.70 Mgr Wage-Sal/Mgr,Comp	$30,516	$32,735	$30,015	$35,198	$34,116	150
306.80 Mgr Personnel Inf Sys	$34,019	$36,740	$30,198	$38,989	$35,000	80
307.00 Dir AA/EEO	$41,940	$41,933	$40,383	$51,175	$46,650	272
307.10 Assc Dir AA/EEO	$47,578	$37,100	$34,422	$35,857	$35,857	62
308.00 Dir Pers-AA	$34,299	$44,363	$47,715	$61,403	$42,364	137
309.00 Dir Computer Center	$37,357	$46,028	$56,000	$71,400	$53,466	431
309.10 Assc Dir Computer Ctr	$32,335	$39,276	$43,538	$57,753	$45,818	151
309.20 Data Base Admin	$39,773	$32,384	$38,100	$47,840	$41,748	134
309.30 Sys Analyst I-Hi	$28,667	$32,708	$37,200	$41,743	$38,360	300
309.40 Sys Analyst II-Lo	$24,646	$28,282	$29,512	$32,508	$30,172	207
309.50 Prog Analyst I-Hi	$28,908	$27,636	$31,707	$31,328	$31,328	428

*denotes 3 cases or fewer.

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MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $9.9 MIL OR LESS	QUARTILE 2 $9.9-$25MIL	QUARTILE 3 $25-$73MIL	QUARTILE 4 $73MIL OR MORE	MEDIAN BUDGET $25MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$23,970	$24,276	$25,992	$24,900	$25,000	356
310.00 Dir Comp Ctn Op/Ad	$37,421	$40,563	$47,892	$59,551	$49,000	191
310.10 Assc Dir Cmp Cnt	$36,226	$35,109	$40,459	$52,388	$44,206	99
311.00 Dir Inform Systems	$40,200	$51,728	$52,000	$58,416	$54,944	158
312.00 Chf Phys Plnt/Fac	$34,824	$43,074	$51,500	$64,478	$48,635	620
312.10 Assc Dir Phys Plnt	$29,060	$31,950	$39,841	$52,700	$40,620	311
312.20 Mgr Landscape/Grds	$24,616	$25,837	$29,347	$35,302	$30,132	289
312.30 Mgr Bldg Mnt Trades	$27,560	$29,700	$32,000	$39,360	$33,460	260
312.40 Mgr Tech Trades	$29,243	$29,379	$33,407	$38,400	$35,000	115
312.50 Mgr Custodial Srv	$22,000	$23,005	$29,450	$35,409	$29,567	318
312.60 Mgr Power Plant	$27,009	$28,968	$32,874	$39,780	$35,447	172
313.00 Comptroller	$36,150	$42,508	$50,497	$64,200	$49,573	387
313.10 Manager Payroll	$22,939	$25,200	$30,411	$38,488	$31,897	344
314.00 Dir Accounting	$29,367	$36,600	$41,754	$47,760	$41,130	323
314.10 Staff Accountant-Hi	$24,200	$28,758	$32,000	$29,897	$29,897	353
314.20 Staff Accountant-Lo	$21,615	$23,186	$24,780	$24,625	$23,972	319
315.00 Bursar	$32,209	$32,073	$34,515	$42,275	$37,600	212
315.10 Assc Bursar	$30,225	$35,724	$27,463	$37,200	$31,052	52
316.00 Dir Purchasing	$26,566	$32,541	$37,900	$49,505	$38,989	468
316.10 Assc Dir Purchasing	$25,723	$25,105	$30,351	$38,195	$33,500	169
317.00 Dir Bookstore	$21,899	$27,672	$35,175	$43,369	$31,527	387
317.10 Assc Dir Bookstore	$16,997	$22,947	$24,689	$31,138	$26,227	106
318.00 Dir Internal Audit	$34,236	$35,988	$38,879	$49,820	$44,520	238
319.00 Dir Aux Services	$34,368	$41,973	$44,940	$58,838	$47,388	208
319.10 Mgr Mail Services	$18,408	$21,000	$22,450	$27,600	$24,620	212
320.00 Dir Campus Security	$24,506	$31,410	$37,688	$48,400	$38,332	437
321.00 Dir Risk Mgt/Ins	$54,294	$37,506	$39,060	$49,227	$46,800	89
322.00 Admin Hosp Med Ctr	$117,000	*	$112,150	$122,715	$122,000	37
322.10 Dir Med Ctr Pub Rel	$48,955	*	$49,500	$51,805	$49,710	30
322.10 Dir Med Ctr Pers	$72,688	*	$45,804	$50,280	$50,140	20
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$43,050	$52,200	$62,425	$76,000	$58,959	336
401.10 Dir Annual Giving	$37,187	$26,174	$37,121	$39,200	$38,410	127
401.20 Dir Corp/Fndtn Rel	$30,900	$39,000	$41,495	$47,660	$44,000	113
401.30 Coord Res Dev	$31,415	$30,000	$26,712	$30,912	$29,971	64
401.40 Dir Estate Pln	$38,976	$38,465	$50,945	$47,772	$47,444	35
402.00 Chf Pubic Rel Off	$31,354	$39,391	$46,780	$63,000	$45,688	351
402.10 Dir Gov/Leg Rel	$52,628	$54,518	$63,732	$64,776	$62,300	107
403.00 Chf Dev/Pub Rel Off	$35,000	$45,825	$64,206	$81,650	$68,000	119
404.00 Dir Alumni Affairs	$32,128	$29,120	$36,324	$48,282	$38,500	287
405.00 Dir Dev/Alumni Aff	$41,139	$43,402	$42,730	$57,113	$43,530	62
406.00 Dir Spec/Defer Gifts	$32,964	$41,213	$50,547	$49,150	$47,470	39
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$34,743	$43,224	$44,524	$49,990	$41,573	149
409.00 Dir Publications	$33,166	$32,791	$33,515	$41,591	$37,200	223
409.10 Assc Dir Publicatns	$21,587	$28,407	$28,620	$31,734	$29,826	56
409.20 Mgr Printing Srv	$21,600	$25,806	$30,999	$37,200	$31,762	278
410.00 Dir Info Office	$27,305	$32,297	$38,004	$50,138	$36,570	234
411.00 Dir News Bureau	$33,298	$24,600	$29,822	$37,776	$33,122	128
STUDENT SERVICES						
501.00 Chf Student Aff Off	$47,769	$55,663	$64,600	$78,000	$59,018	659
502.00 Dir Admissions	$35,700	$40,430	$45,742	$54,540	$43,262	421
502.10 Assc Dir Admissions	$28,445	$30,500	$34,626	$36,420	$34,152	275
502.20 Admissions Counselor	$23,100	$22,590	$24,255	$23,088	$23,094	264
502.30 Academic Advisor	$25,342	$31,225	$30,485	$23,463	$24,579	175
503.00 Dir.Adm & Registrar	$37,566	$45,600	$50,786	$62,500	$48,669	173
504.00 Registrar	$32,642	$39,876	$46,847	$53,709	$43,004	474
504.00 Assc Registrar	$26,558	$29,972	$33,722	$38,265	$35,436	185
504.20 Asst Registrar	$25,003	$25,907	$29,260	$30,570	$29,184	207
505.00 Dir Adm/Fin Aid	$37,671	$48,650	$51,500	$50,415	$47,983	49
506.00 Dir Student Fin Aid	$32,064	$37,167	$41,873	$49,519	$39,315	629
506.10 Assc Dir Std Fin Aid	$24,752	$27,225	$30,316	$35,778	$31,450	293
507.00 Dir Food Services	$25,300	$29,256	$38,004	$49,314	$38,400	168
507.10 Assc Dir Food Serv	$20,933	$26,431	$31,456	$39,996	$36,204	72
508.00 Dir Student Housing	$27,435	$31,186	$37,429	$49,091	$39,192	296
508.10 Assc Dir Std Housing	$23,893	$28,700	$29,503	$37,416	$32,000	132
508.20 Housing Off/Adm Opr	$26,667	$29,733	$29,600	$36,517	$32,889	88
508.30 Housing Off/Res Life	$21,280	$25,177	$26,000	$36,287	$29,475	131
510.00 Dir Foreign Students	$37,596	$38,866	$29,380	$38,403	$36,823	127
511.00 Dir Student Union	$35,015	$33,900	$39,365	$47,227	$40,479	223
511.10 Assc Dir Std Union	$27,647	$24,855	$30,008	$35,856	$33,305	101
511.20 Std Union Bsn Mgr	$22,887	$31,972	$31,043	$31,628	$31,443	64
512.00 Dir Std Activities	$27,456	$30,977	$35,461	$42,860	$34,936	389
513.00 Dir Std Placement	$31,599	$32,433	$39,195	$46,742	$38,820	419
514.00 Dir Std Counseling	$34,897	$40,350	$45,297	$54,201	$43,499	462
514.10 Assc Dir Std Cnslg	$24,875	$30,449	$39,259	$41,950	$39,080	112
515.00 Dir Std Hlth-Physicn	$50,496	$50,576	$66,079	$74,686	$72,000	166
516.00 Dir Std Hlth-Nurse	$24,845	$25,911	$30,429	$37,425	$29,693	206
517.00 Dir Campus Ministries	$43,450	$35,607	$33,475	$43,869	$39,287	10
518.00 Dir Athletics	$38,542	$45,000	$53,373	$76,389	$52,800	413
519.00 Dir Sports Info	$26,572	$22,524	$27,420	$34,969	$30,031	237
520.00 Dir Athletics/Men	$61,451	$44,556	$54,190	$57,386	$54,600	31
521.00 Dir Athletics/Women	$36,478	$26,950	$40,135	$47,505	$44,000	63
522.00 Dir Campus Rec	$29,003	$27,552	$31,298	$41,927	$32,770	234
523.00 Dir Enrollment Mgmt	$35,850	$42,388	$51,552	$64,339	$47,334	64
524.00 Dir Minority Affairs	$32,603	$31,896	$35,000	$44,120	$37,658	129
525.00 Dir Conferences	$33,755	$31,988	$38,663	$44,648	$41,236	115

*denotes 3 cases or fewer.

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 $9MIL OR LESS	QUARTILE 2 $9-$18MIL	QUARTILE 3 $18-$39MIL	QUARTILE 4 $39MIL OR MORE	MEDIAN BUDGET $18MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$65,400	$98,747	$90,000	$154,000	$102,000	31
101.10 Asst to Ceo/System	*	$38,537	$26,112	$63,996	$45,227	9
102.00 Ceo / Single Inst	$79,750	$96,000	$115,000	$147,000	$100,000	293
102.10 Asst to Ceo/Single	$29,940	$40,500	$44,636	$51,875	$43,200	148
103.00 Exec Vice Pres	$57,690	$75,600	$89,000	$130,131	$79,200	71
ACADEMIC						
201.00 Chief Acad Off	$51,112	$65,000	$77,263	$107,750	$70,770	310
202.00 Chf Hlth Prof Off	$50,000	$26,750	$43,250	$141,510	$104,934	19
203.00 Dir Library Serv	$30,000	$38,220	$46,850	$63,900	$43,380	301
203.10 Circulatn Librarian	$19,550	$20,470	$25,050	$32,011	$25,050	137
203.20 Acquistns Librarian	$25,285	$26,000	$30,517	$32,000	$28,840	127
203.30 Tech Serv Librarian	$20,405	$24,765	$31,200	$38,600	$30,507	186
203.40 Public Serv Librarian	$25,481	$27,950	$29,500	$39,500	$31,800	113
203.50 Reference Librarian	$24,000	$25,891	$29,000	$32,124	$28,445	195
204.90 Dir Instit Research	$44,794	$37,800	$38,796	$53,250	$44,311	90
204.10 Assc Dir Inst Res	$49,150	$30,681	$27,769	$33,700	$33,150	18
205.00 Dir Educ Media Serv	$23,711	$25,220	$29,605	$35,407	$29,616	126
206.00 Dir Learning Res Ctr	$24,700	$27,876	$30,890	$42,700	$30,630	85
207.00 Dir Internatl Std Ed	$38,278	$34,100	$36,917	$47,074	$38,278	48
208.00 Dir Comp Ctr,Opr/Acad	$33,894	$34,111	$43,600	$55,248	$44,050	131
208.10 Assc Dir CC Opr/Acad	$25,000	$25,000	$30,780	$45,250	$32,839	54
209.00 Admn,Grants-Contract	$38,976	$27,998	$36,649	$51,850	$39,000	82
210.00 Dean,Architecture	*	$48,225	$38,738	$94,250	$92,000	13
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$47,023	$58,565	$50,256	$66,000	$58,000	17
213.00 Dean,Arts & Sciences	$40,850	$42,000	$63,600	$81,540	$68,668	78
214.00 Dean,Business	$45,000	$52,279	$68,350	$98,100	$72,360	98
215.00 Dean,Communications	*	$36,693	$65,426	$75,100	$69,427	17
216.00 Dean,Continuing Ed	$38,056	$39,975	$48,600	$64,884	$48,000	104
217.00 Dean,Dentistry	*	*	*	$129,500	$129,500	8
218.00 Dean,Education	$29,000	$49,220	$54,320	$71,400	$59,617	50
219.00 Dean,Engineering	$46,450	$41,110	$66,401	$101,700	$83,916	48
221.00 Dean,Extension	$40,500	*	$43,740	$84,100	$58,650	10
222.00 Dean,Fine Arts	$35,500	$46,499	$54,043	$85,100	$57,000	27
223.00 Dean,Graduate Program	$39,950	$44,723	$55,302	$76,700	$57,783	84
224.00 Dean,Hlth-Rltd Prof	$57,500	*	$55,647	$66,400	$61,200	12
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	$33,792	$43,000	$48,390	$85,326	$45,000	27
227.00 Dean,Instruction	*	$44,873	$57,200	$61,500	$53,680	4
228.00 Dean,Law	*	$82,500	$100,000	$127,000	$120,960	42
229.00 Dean Lib & Inf Sci	*	*	*	$85,000	$85,000	9
230.00 Dean,Mathematics	*	$34,600	$52,819	$58,900	$40,150	12
231.00 Dean,Medicine	$113,612	*	$158,100	$206,000	$205,000	16
232.00 Dean,Music	$31,712	$36,650	$48,553	$76,989	$61,395	18
233.00 Dean,Nursing	$37,571	$39,213	$54,038	$82,900	$56,762	40
234.00 Dean,[illegible] Std/Voc Ed	$47,088	$39,970	$59,000	$55,100	$51,094	6
235.00 Dean,Pharmacy	*	*	$77,225	$84,316	$80,000	7
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$28,122	$41,000	$42,434	$82,850	$58,460	28
238.00 Dean,Social Sciences	$25,742	$41,933	$45,388	$76,008	$44,471	25
239.00 Dean,Social Work	$35,242	$41,167	$55,000	$90,000	$82,000	14
240.00 Dean,Special Programs	$29,850	$36,774	$52,800	$56,213	$46,137	12
241.00 Dean,Undergrad Prog	$47,900	$46,104	$51,000	$79,300	$56,250	35
242.00 Dean,Veterinary Sci	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$45,819	$65,000	$80,575	$96,850	$70,000	255
301.01 Chief Admin Off	$54,436	$48,043	$65,000	$85,500	$64,000	53
301.02 Chief Financial Off	$52,230	$44,250	$61,660	$85,000	$65,000	94
301.10 Dir Health & Safety	$38,175	$27,548	$31,054	$51,415	$45,004	30
301.20 Dir Telecommunic	$57,772	$23,500	$29,215	$48,400	$38,949	56
302.00 Chief Planning Off	$39,000	$43,150	$53,907	$81,192	$60,500	38
303.00 Chief Budgeting Off	$35,000	$42,120	$43,707	$62,000	$54,210	69
303.10 Assc Budget Dir	$48,525	$36,350	$36,103	$42,999	$42,000	41
304.00 Chief Plan-Budgt Off	$96,554	$46,700	$48,000	$70,000	$61,570	24
305.00 General Counsel	$74,363	$45,000	$60,515	$81,100	$79,050	41
305.10 Staff Attorneys	$58,000	*	$36,940	$53,140	$51,475	23
306.00 Chf Personnel/HR Off	$32,960	$34,000	$42,513	$60,517	$44,000	186
306.10 Assc Dir Pers/HR	$27,430	$26,925	$27,700	$44,772	$34,030	76
306.20 Manager Benefits	$36,180	$24,029	$25,517	$36,756	$31,100	81
306.30 Manager Training-Dev	$43,808	*	$21,000	$36,545	$36,081	25
306.40 Manager Empl Relatns	$34,000	$24,000	$33,453	$38,946	$37,311	20
306.50 Manager Labor Rel	$48,500	*	*	$51,046	$48,500	9
306.60 Manager Employment	$33,000	$23,172	$25,240	$34,007	$30,000	66
306.70 Mgr Wage-Sal/Mgr,Comp	$35,000	*	$15,000	$37,100	$37,000	31
306.80 Mgr Personnel Inf Sys	$56,350	*	$23,850	$38,588	$37,350	26
307.00 Dir AA/EEO	$56,089	*	$35,036	$48,740	$47,000	38
307.10 Assc Dir AA/EEO	$29,527	*	*	$35,450	$33,528	10
308.00 Dir Pers-AA	$29,863	$32,000	$42,223	$54,880	$35,950	50
309.00 Dir Computer Center	$33,779	$40,000	$50,000	$67,460	$50,000	154
309.10 Assc Dir Computer Ctr	$30,000	$29,724	$39,433	$52,752	$39,432	65
309.20 Data Base Admin	$33,948	$25,104	$32,150	$44,988	$39,700	51
309.30 Sys Analyst I-Hi	$33,100	$25,300	$30,696	$41,475	$35,635	95
309.40 Sys Analyst II-Lo	$31,941	$26,400	$25,000	$33,912	$30,353	63
309.50 Prog Analyst I-Hi	$25,977	$25,567	$28,184	$34,828	$30,018	132

*denotes 3 cases or fewer.

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 $9MIL OR LESS	QUARTILE 2 $9-$18MIL	QUARTILE 3 $18-$39MIL	QUARTILE 4 $39MIL OR MORE	MEDIAN BUDGET $18MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$26,603	$21,200	$24,150	$26,272	$25,100	125
310.00 Dir Comp Ctn Op/Ad	$33,349	$35,250	$44,590	$60,000	$46,443	102
310.10 Assc Dir Cmp Cnt	$24,205	$29,142	$33,424	$51,700	$34,524	44
311.00 Dir Inform Systems	$34,000	$38,505	$44,625	$64,843	$51,319	66
312.00 Chf Phys Plnt/Fac	$31,356	$40,163	$46,000	$64,380	$43,300	271
312.10 Assc Dir Phys Plnt	$27,562	$29,000	$37,500	$49,336	$38,000	115
312.20 Mgr Landscape/Grds	$26,714	$23,125	$27,758	$34,923	$29,000	137
312.30 Mgr Bldg Mnt Trades	$30,000	$28,897	$31,517	$38,576	$33,095	114
312.40 Mgr Tech Trades	$33,450	$26,500	$31,603	$43,942	$35,713	58
312.50 Mgr Custodial Srv	$22,024	$23,899	$28,500	$34,658	$28,000	152
312.60 Mgr Power Plant	$31,505	$27,200	$32,796	$42,562	$38,002	56
313.00 Comptroller	$31,500	$41,250	$50,114	$64,000	$48,530	208
313.10 Manager Payroll	$21,840	$23,506	$24,993	$31,950	$27,500	146
314.00 Dir Accounting	$29,530	$32,500	$35,500	$47,500	$38,350	114
314.10 Staff Accountant-Hi	$23,620	$26,081	$29,772	$32,000	$28,188	138
314.20 Staff Accountant-Lo	$20,000	$19,000	$23,000	$24,341	$22,965	114
315.00 Bursar	$25,837	$25,750	$31,500	$40,000	$32,403	117
315.10 Assc Bursar	$22,525	$19,042	$24,000	$30,000	$26,830	35
316.00 Dir Purchasing	$25,762	$27,965	$33,600	$43,450	$35,000	159
316.10 Assc Dir Purchasing	$31,440	$26,681	$26,879	$34,312	$30,465	41
317.00 Dir Bookstore	$19,225	$21,904	$29,631	$44,100	$24,528	168
317.10 Assc Dir Bookstore	$16,190	$18,919	$19,650	$27,250	$20,125	44
318.00 Dir Internal Audit	$49,770	$29,900	$30,113	$52,837	$46,650	61
319.00 Dir Aux Services	$25,750	$40,800	$38,800	$56,700	$44,686	71
319.10 Mgr Mail Services	$16,750	$16,000	$21,202	$25,500	$20,520	133
320.00 Dir Campus Security	$22,261	$26,750	$33,498	$41,800	$33,000	213
321.00 Dir Risk Mgt/Ins	$51,200	*	$41,500	$51,480	$50,100	38
322.00 Admin Hosp Med Ctr	*	$29,934	*	$146,550	$143,100	5
322.10 Dir Med Ctr Pub Rel	$66,800	$50,820	$32,960	$63,302	$60,151	14
322.10 Dir Med Ctr Pers	*	$34,000	*	$58,654	$52,308	8
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,000	$60,000	$69,500	$85,000	$65,000	251
401.10 Dir Annual Giving	$33,170	$32,500	$32,200	$42,066	$34,900	187
401.20 Dir Corp/Fndtn Rel	$37,000	$35,875	$37,463	$47,000	$39,950	142
401.30 Coord Res Dev	$32,000	$22,073	$25,325	$33,950	$27,900	84
401.40 Dir Estate Pln	$36,000	$35,644	$43,093	$56,000	$44,591	84
402.00 Chf Pubic Rel Off	$26,811	$33,945	$42,000	$60,416	$40,788	196
402.10 Dir Gov/Leg Rel	$56,582	$45,000	$63,000	$60,297	$57,988	33
403.00 Chf Dev/Pub Rel Off	$41,000	$51,685	$77,325	$100,000	$66,100	52
404.00 Dir Alumni Affairs	$26,460	$28,660	$37,322	$46,240	$33,200	243
405.00 Dir Dev/Alumni Aff	$37,147	$47,500	$50,000	$59,499	$49,064	34
406.00 Dir Spec/Defer Gifts	$43,000	$35,000	$48,130	$50,548	$43,000	67
407.00 Dir Church Relations	$27,100	$27,705	$40,699	$48,825	$32,852	19
408.00 Dir Community Serv	$35,059	$29,999	$32,625	$46,690	$36,252	30
409.00 Dir Publications	$30,250	$29,718	$30,264	$40,517	$33,600	142
409.10 Assc Dir Publicatns	$24,470	$20,610	$25,500	$32,300	$25,693	56
409.20 Mgr Printing Srv	$20,000	$23,750	$24,019	$34,807	$26,574	102
410.00 Dir Info Office	$24,502	$25,750	$33,000	$52,265	$33,930	80
411.00 Dir News Bureau	$22,000	$23,000	$26,375	$38,061	$27,900	66
STUDENT SERVICES						
501.00 Chf Student Aff Off	$38,580	$48,000	$57,000	$73,900	$54,195	286
502.00 Dir Admissions	$33,000	$41,000	$49,345	$57,800	$44,940	263
502.10 Assc Dir Admissions	$23,438	$27,000	$30,000	$36,625	$30,000	223
502.20 Admissions Counselor	$18,000	$19,000	$20,917	$22,523	$20,014	246
502.30 Academic Advisor	$22,500	$25,764	$25,299	$22,680	$24,360	65
503.00 Dir.Adm & Registrar	$35,000	$31,035	$50,070	$68,604	$39,000	15
504.00 Registrar	$27,200	$32,000	$38,540	$46,836	$36,300	298
504.00 Assc Registrar	$23,554	$23,999	$28,717	$37,073	$29,680	96
504.20 Asst Registrar	$18,090	$22,295	$23,400	$27,618	$23,300	128
505.00 Dir Adm/Fin Aid	$35,975	$48,580	$56,872	$68,100	$51,568	56
506.00 Dir Student Fin Aid	$25,500	$32,700	$40,652	$47,950	$36,000	293
506.10 Assc Dir Std Fin Aid	$20,123	$21,900	$25,000	$30,850	$25,000	182
507.00 Dir Food Services	$28,325	$35,650	$45,000	$54,600	$42,350	75
507.10 Assc Dir Food Serv	$14,500	$28,000	$32,650	$39,748	$32,650	40
508.00 Dir Student Housing	$22,677	$26,410	$32,500	$40,500	$32,500	168
508.10 Assc Dir Std Housing	$17,250	$19,504	$22,943	$28,660	$24,870	65
508.20 Housing Off/Adm Opr	$20,000	$23,500	$20,375	$33,000	$27,300	35
508.30 Housing Off/Res Life	$18,500	$20,800	$20,500	$32,497	$22,800	94
510.00 Dir Foreign Students	$27,607	$25,158	$29,246	$32,935	$29,073	72
511.00 Dir Student Union	$32,500	$27,800	$30,120	$39,625	$34,439	72
511.10 Assc Dir Std Union	$21,500	$23,750	$24,629	$30,401	$27,570	28
511.20 Std Union Bsn Mgr	$23,780	*	$27,595	$30,850	$27,948	10
512.00 Dir Std Activities	$22,025	$24,463	$28,000	$32,938	$27,480	176
513.00 Dir Std Placement	$26,042	$27,606	$33,510	$42,535	$32,817	239
514.00 Dir Std Counseling	$25,750	$28,575	$37,537	$44,250	$36,075	179
514.10 Assc Dir Std Cnslg	$19,500	$24,562	$28,500	$35,000	$30,050	50
515.00 Dir Std Hlth-Physicn	$70,390	$19,594	$63,240	$81,980	$71,400	58
516.00 Dir Std Hlth-Nurse	$20,000	$21,750	$29,862	$34,840	$27,500	160
517.00 Dir Campus Ministries	$25,000	$25,590	$33,960	$40,550	$33,000	117
518.00 Dir Athletics	$29,000	$38,000	$47,900	$60,300	$46,550	215
519.00 Dir Sports Info	$21,500	$20,475	$22,300	$27,300	$24,150	127
520.00 Dir Athletics/Men	$34,000	$50,257	$52,865	$50,550	$50,257	13
521.00 Dir Athletics/Women	$23,656	$28,622	$31,327	$33,000	$30,515	43
522.00 Dir Campus Rec	$24,090	$23,458	$29,700	$31,600	$28,988	87
523.00 Dir Enrollment Mgmt	$47,260	$47,684	$46,410	$66,462	$49,640	37
524.00 Dir Minority Affairs	$48,113	$26,922	$30,057	$37,484	$35,940	70
525.00 Dir Conferences	$32,854	$27,425	$32,859	$40,000	$33,333	73

*denotes 3 cases or fewer.

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 $6.2 MIL OR LESS	QUARTILE 2 $6.2-$10MIL	QUARTILE 3 $10-$20MIL	QUARTILE 4 $20MIL OR MORE	MEDIAN BUDGET $10MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$49,000	$76,336	$78,078	$132,500	$76,539	29
101.10 Asst to Ceo/System	$39,780	*	*	$93,015	$66,398	6
102.00 Ceo / Single Inst	$60,000	$75,279	$85,000	$105,000	$80,000	255
102.10 Asst to Ceo/Single	$32,100	$31,500	$31,800	$38,500	$32,950	102
103.00 Exec Vice Pres	$42,750	$57,245	$55,000	$78,650	$59,025	54
ACADEMIC						
201.00 Chief Acad Off	$42,875	$51,020	$58,000	$76,800	$55,063	271
202.00 Chf Hlth Prof Off	$42,725	$45,600	*	$162,500	$72,820	10
203.00 Dir Library Serv	$28,732	$31,064	$35,845	$48,435	$34,001	263
203.10 Circulatn Librarian	$17,300	$19,788	$20,535	$26,100	$21,000	117
203.20 Acquistns Librarian	$20,800	$21,500	$21,997	$27,563	$23,775	106
203.30 Tech Serv Librarian	$20,302	$22,175	$23,850	$30,183	$24,160	147
203.40 Public Serv Librarian	$21,125	$20,692	$25,649	$29,400	$25,700	80
203.50 Reference Librarian	$21,317	$22,827	$24,000	$25,925	$23,941	145
204.00 Dir Instit Research	$31,254	$31,090	$37,000	$38,700	$35,451	81
204.10 Assc Dir Inst Res	*	*	*	$33,130	$33,130	7
205.00 Dir Educ Media Serv	$22,550	$23,000	$23,760	$31,500	$25,097	100
206.00 Dir Learning Res Ctr	$23,295	$22,858	$30,959	$29,379	$25,323	72
207.00 Dir Internatl Std Ed	$33,783	$32,123	$88,160	$39,382	$38,000	41
208.00 Dir Comp Ctr,Opr/Acad	$35,050	$26,460	$37,299	$42,769	$36,961	81
208.10 Assc Dir CC Opr/Acad	$18,151	$27,341	$24,035	$32,644	$27,050	29
209.00 Admn,Grants-Contract	$24,000	$22,936	$24,000	$47,550	$28,517	51
212.00 Dean,Arts & Letters	$31,300	$28,190	$50,645	$73,000	$48,600	10
213.00 Dean,Arts & Sciences	$53,970	$38,047	$45,100	$63,750	$57,150	49
214.00 Dean,Business	$31,891	$42,569	$40,000	$75,150	$52,550	81
215.00 Dean,Communications	$33,250	$37,000	$30,000	$54,498	$36,750	18
216.00 Dean,Continuing Ed	$33,000	$35,681	$36,202	$52,825	$39,190	74
217.00 Dean,Dentistry	*	*	*	$109,520	$109,520	5
218.00 Dean,Education	$34,271	$34,550	$40,000	$58,600	$40,750	60
219.00 Dean,Engineering	$78,488	*	$60,664	$79,500	$75,900	13
221.00 Dean,Extension	$29,000	$29,500	*	$59,320	$55,000	5
222.00 Dean,Fine Arts	$26,714	$34,650	$38,109	$46,000	$38,109	23
223.00 Dean,Graduate Program	$37,728	$41,802	$49,820	$53,000	$46,875	62
224.00 Dean,Hlth-Rltd Prof	$37,967	$37,094	$38,800	$50,000	$43,900	8
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$33,637	$34,700	$31,500	$45,000	$37,799	36
228.00 Dean,Law	$11,000	*	$88,000	$113,000	$106,750	20
229.00 Dean Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$29,000	$31,942	$40,068	$49,388	$34,917	19
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	$29,775	$33,665	$39,690	$50,000	$39,280	29
233.00 Dean,Nursing	$44,032	$41,920	$43,126	$59,994	$45,289	45
234.00 Dean,Occ Std/Voc Ed	*	$39,420	$43,251	$53,350	$45,400	5
235.00 Dean,Pharmacy	*	*	*	$76,020	$76,020	4
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$29,868	$32,760	$37,000	$52,421	$[illegible],095	35
238.00 Dean,Social Sciences	$32,400	$32,500	$32,827	$48,200	$33,765	34
239.00 Dean,Social Work	$27,000	$36,973	$41,940	$103,506	$38,423	8
240.00 Dean,Special Programs	$33,379	$27,000	$38,100	$40,760	$34,820	19
241.00 Dean,Undergrad Prog	$17,200	$40,500	$47,000	$53,520	$45,628	15
ADMINISTRATIVE						
301.00 Chief Business Off	$38,845	$46,720	$55,290	$76,000	$52,200	239
301.01 Chief Admin Off	$32,500	$40,000	$45,768	$77,500	$53,100	33
301.02 Chief Financial Off	$32,462	$42,033	$45,511	$63,000	$45,000	62
301.10 Dir Health & Safety	$43,580	$23,000	*	$31,630	$31,460	12
301.20 Dir Telecommunic	$25,351	$16,156	$29,336	$34,500	$30,263	31
302.00 Chief Planning Off	$33,000	$47,960	$46,646	$56,040	$50,120	21
303.00 Chief Budgeting Off	$32,624	$32,061	$35,504	$49,000	$44,442	38
303.10 Assc Budget Dir	$30,250	$31,440	$24,150	$40,230	$33,291	18
304.00 Chief Plan-Budgt Off	*	$41,982	*	$53,000	$46,463	7
305.00 General Counsel	$61,800	*	$86,640	$56,002	$61,902	18
305.10 Staff Attorneys	$35,000	*	*	$45,726	$42,500	8
306.00 Chf Personnel/HR Off	$33,000	$25,000	$32,000	$44,179	$36,250	106
306.10 Assc Dir Pers/HR	$20,525	$19,372	$18,980	$32,400	$30,120	33
306.20 Manager Benefits	$23,234	$21,308	$20,100	$26,396	$26,000	30
306.30 Manager Training-Dev	*	*	*	$28,000	$28,000	6
306.40 Manager Empl Relatns	$19,560	*	$26,500	$30,603	$28,250	6
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$27,008	$21,308	*	$26,900	$26,900	18
306.70 Mgr Wage-Sal/Mgr,Comp	$16,145	$21,308	*	$31,200	$26,178	12
306.80 Mgr Personnel Inf Sys	*	$22,000	*	$24,680	$24,610	7
307.00 Dir AA/EEO	*	*	$17,000	$44,327	$43,500	9
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$23,625	$27,769	$29,000	$37,400	$32,277	37
309.00 Dir Computer Center	$24,670	$31,637	$37,000	$52,989	$37,000	123
309.10 Assc Dir Computer Ctr	$36,200	$21,900	$30,636	$36,236	$30,000	39
309.20 Data Base Admin	$32,500	$16,500	$24,165	$38,000	$31,500	29
309.30 Sys Analyst I-Hi	$28,575	$24,311	$26,420	$39,514	$30,500	58
309.40 Sys Analyst II-Lo	$25,000	$18,200	$22,000	$30,160	$26,600	44
309.50 Prog Analyst I-Hi	$27,671	$20,738	$23,540	$30,000	$27,718	84
309.60 Prog Analyst II-Lo	$22,000	$18,800	$19,778	$23,520	$22,500	67
310.00 Dir Comp Ctn Op/Ad	$30,225	$24,650	$33,600	$46,680	$35,680	75
310.10 Assc Dir Cmp Cnt	$21,490	$22,500	$27,500	$38,000	$28,700	34
311.00 Dir Inform Systems	$12,720	$29,640	$37,317	$49,200	$47,050	28

*denotes 3 cases or fewer.

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 $6.2 MIL OR LESS	QUARTILE 2 $6.2-$10MIL	QUARTILE 3 $10-$20MIL	QUARTILE 4 $20MIL OR MORE	MEDIAN BUDGET $10MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.00 Chf Phys Plnt/Fac	$28,000	$29,000	$37,103	$48,816	$35,586	218
312.10 Assc Dir Phys Plnt	$20,500	$25,000	$28,722	$38,484	$28,722	90
312.20 Mgr Landscape/Grds	$18,315	$21,325	$24,152	$30,000	$24,128	87
312.30 Mgr Bldg Mnt Trades	$19,560	$27,583	$27,747	$33,654	$27,821	73
312.40 Mgr Tech Trades	$20,821	$25,240	$28,085	$29,815	$27,580	29
312.50 Mgr Custodial Srv	$18,000	$19,241	$23,100	$29,400	$23,410	91
312.60 Mgr Power Plant	$25,584	$26,156	$26,628	$35,524	$32,400	28
313.00 Comptroller	$30,663	$30,525	$36,000	$49,225	$36,800	159
313.10 Manager Payroll	$15,289	$19,676	$20,883	$25,200	$21,154	88
314.00 Dir Accounting	$17,700	$23,258	$26,315	$37,100	$28,200	87
314.10 Staff Accountant-Hi	$18,000	$23,800	$23,552	$27,500	$24,193	92
314.20 Staff Accountant-Lo	$18,000	$17,311	$15,958	$22,130	$20,951	58
315.00 Bursar	$18,000	$20,000	$26,278	$37,182	$26,278	52
315.10 Assc Bursar	$32,000	$21,000	$24,211	$27,000	$26,863	14
316.00 Dir Purchasing	$22,725	$23,865	$28,700	$33,707	$30,000	92
316.10 Assc Dir Purchasing	*	$19,387	$20,113	$30,196	$23,200	23
317.00 Dir Bookstore	$15,900	$18,190	$21,255	$31,050	$21,210	171
317.10 Assc Dir Bookstore	$14,610	$13,540	$18,901	$24,230	$15,906	34
318.00 Dir Internal Audit	$68,424	*	$37,350	$44,070	$43,685	20
319.00 Dir Aux Services	$27,000	$27,954	$34,714	$46,868	$37,702	46
319.10 Mgr Mail Services	$15,350	$15,029	$15,704	$19,802	$15,985	100
320.00 Dir Campus Security	$18,965	$19,823	$23,908	$31,050	$25,184	147
321.00 Dir Risk Mgt/Ins	$42,501	$29,000	$31,000	$36,202	$32,400	14
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$38,000	$44,623	$52,927	$67,500	$50,000	228
401.10 Dir Annual Giving	$26,656	$25,000	$28,662	$35,000	$29,864	138
401.20 Dir Corp/Fndtn Rel	$33,154	$29,080	$33,600	$34,764	$34,000	72
401.30 Coord Res Dev	$18,020	$23,048	$23,262	$27,014	$24,053	53
401.40 Dir Estate Pln	$34,000	$28,896	$34,650	$47,763	$37,949	62
402.00 Chf Pubic Rel Off	$20,500	$28,907	$33,434	$44,500	$31,740	151
402.10 Dir Gov/Leg Rel	*	*	$26,000	$63,976	$52,877	7
403.00 Chf Dev/Pub Rel Off	$33,323	$52,000	$48,900	$68,020	$56,970	53
404.00 Dir Alumni Affairs	$23,033	$25,251	$29,500	$34,980	$28,159	207
405.00 Dir Dev/Alumni Aff	$27,914	$26,712	$36,534	$45,000	$35,725	18
406.00 Dir Spec/Defer Gifts	$31,963	$28,909	$38,033	$43,000	$35,429	64
407.00 Dir Church Relations	$23,978	$30,660	$33,872	$44,055	$33,456	66
408.00 Dir Community Serv	$28,764	$26,250	$27,150	$26,200	$26,625	20
409.00 Dir Publications	$21,876	$24,000	$27,560	$30,426	$28,146	93
409.10 Assc Dir Publicatns	$27,090	$19,307	$19,000	$22,870	$22,680	37
409.20 Mgr Printing Srv	$16,800	$16,054	$20,060	$29,000	$23,158	72
410.00 Dir Info Office	$24,720	$23,800	$26,850	$34,540	$25,975	74
411.00 Dir News Bureau	$21,689	17,563	$21,375	$27,350	$24,400	49
STUDENT SERVICES						
501.00 Chf Student Aff Off	$33,717	$37,438	$44,550	$57,250	$42,000	260
502.00 Dir Admissions	$29,680	$33,000	$34,405	$47,000	$35,100	214
502.10 Assc Dir Admissions	$23,200	$21,866	$24,000	$30,000	$24,500	163
502.20 Admissions Counselor	$16,800	$18,015	$18,025	$20,000	$18,300	191
502.30 Academic Advisor	$18,000	$22,175	$22,235	$25,240	$22,235	53
503.00 Dir.Adm & Registrar	$22,500	$35,887	$37,919	$42,040	$30,930	9
504.00 Registrar	$24,553	$27,875	$31,794	$39,873	$30,500	259
504.00 Assc Registrar	$21,450	$17,000	$23,353	$28,800	$24,698	53
504.20 Asst Registrar	$18,000	$18,000	$19,960	$25,567	$20,276	104
505.00 Dir Adm/Fin Aid	$26,075	$39,699	$44,829	$54,700	$43,700	43
506.00 Dir Student Fin Aid	$23,000	$25,760	$31,500	$39,600	$29,000	240
506.10 Assc Dir Std Fin Aid	$19,718	$18,950	$21,717	$27,575	$22,000	131
507.00 Dir Food Services	$23,950	$28,496	$33,800	$44,940	$32,000	76
507.10 Assc Dir Food Serv	$28,420	$20,375	$23,625	$32,000	$24,900	40
508.00 Dir Student Housing	$20,549	$23,000	$24,599	$32,000	$25,500	146
508.10 Assc Dir Std Housing	$19,560	$13,050	$17,000	$24,000	$20,350	41
508.20 Housing Off/Adm Opr	$18,280	$10,000	$18,160	$28,000	$19,000	21
508.30 Housing Off/Res Life	$19,560	$16,500	$21,500	$25,694	$21,500	73
510.00 Dir Foreign Students	$26,208	$20,020	$23,405	$30,190	$27,000	50
511.00 Dir Student Union	$21,843	$23,320	$25,000	$33,772	$28,649	53
511.10 Assc Dir Std Union	*	$19,610	$22,048	$25,002	$23,765	13
511.20 Std Union Bsn Mgr	*	*	*	*	*	3
512.00 Dir Std Activities	$19,280	$20,900	$22,540	$28,482	$23,500	147
513.00 Dir Std Placement	$21,482	$22,100	$26,000	$33,000	$26,831	166
514.00 Dir Std Counseling	$28,745	$25,000	$27,195	$40,404	$30,000	155
514.10 Assc Dir Std Cnslg	$35,180	$21,200	$24,000	$32,598	$26,875	34
515.00 Dir Std Hlth-Physicn	$25,000	$16,642	$25,700	$68,640	$32,941	34
516.00 Dir Std Hlth-Nurse	$19,700	$19,437	$21,600	$27,676	$21,668	160
517.00 Dir Campus Ministries	$23,000	$25,314	$27,500	$35,600	$28,125	174
518.00 Dir Athletics	$28,750	$31,385	$36,938	$52,500	$36,628	196
519.00 Dir Sports Info	$15,250	$18,375	$20,030	$23,410	$21,455	98
520.00 Dir Athletics/Men	$21,000	$28,403	$38,010	$45,360	$38,855	18
521.00 Dir Athletics/Women	$19,521	$25,280	$28,722	$38,400	$30,060	36
522.00 Dir Campus Rec	$21,000	$21,195	$21,045	$28,495	$26,300	65
523.00 Dir Enrollment Mgmt	$28,000	$36,180	$53,016	$56,080	$47,020	48
524.00 Dir Minority Affairs	$25,150	$24,000	$27,600	$31,211	$28,869	50
525.00 Dir Conferences	$24,949	$22,000	$19,798	$28,808	$26,344	40

*denotes 3 cases or fewer.

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,100 OR LESS	QUARTILE 2 1,101-2,288	QUARTILE 3 2,289-6,269	QUARTILE 4 6,270 OR MORE	MED ENROLLMENT 2,288	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$72,150	$76,000	$81,709	$108,126	$91,400	227
101.10 Asst to Ceo/System	$55,695	$39,780	$47,418	$61,824	$57,553	91
102.00 Ceo / Single Inst	$71,000	$85,000	$91,375	$104,346	$87,000	1168
102.10 Asst to Ceo/Single	$33,157	$36,380	$46,856	$55,750	$45,600	550
103.00 Exec Vice Pres	$58,170	$64,300	$74,680	$90,390	$73,978	260
ACADEMIC						
201.00 Chief Acad Off	$51,567	$61,776	$71,739	$87,750	$67,000	1306
202.00 Chf Hlth Prof Off	$50,000	$42,800	$56,894	$120,000	$83,208	99
203.00 Dir Library Serv	$32,050	$40,345	$48,079	$65,104	$43,903	1127
203.10 Circulatn Librarian	$21,000	$23,244	$27,000	$32,600	$26,623	528
203.20 Acquistns Librarian	$25,375	$25,416	$30,785	$37,100	$30,603	513
203.30 Tech Serv Librarian	$23,870	$28,655	$31,900	$40,749	$31,308	652
203.40 Public Serv Librarian	$25,211	$30,000	$31,662	$44,690	$32,818	418
203.50 Reference Librarian	$24,234	$26,511	$29,979	$35,926	$28,900	698
204.00 Dir Instit Research	$37,039	$41,790	$42,250	$53,356	$46,066	547
204.10 Assc Dir Inst Res	$36,121	$37,741	$36,156	$38,558	$37,692	133
205.00 Dir Educ Media Serv	$25,400	$28,988	$34,072	$46,500	$34,001	534
206.00 Dir Learning Res Ctr	$28,000	$33,000	$40,000	$47,640	$37,500	450
207.00 Dir Internatl Std Ed	$33,277	$38,000	$43,250	$51,182	$46,188	194
208.00 Dir Comp Ctr,Opr/Acad	$34,195	$39,785	$44,813	$56,277	$46,013	422
208.10 Assc Dir CC Opr/Acad	$28,403	$26,050	$36,388	$49,930	$39,520	167
209.00 Admn,Grants-Contract	$33,230	$30,601	$41,687	$51,888	$44,612	467
210.00 Dean,Architecture	$75,809	$41,863	$68,750	$82,872	$81,622	56
211.00 Dean,Agriculture	$101,880	$52,273	$57,749	$88,612	$81,750	71
212.00 Dean,Arts & Letters	$47,200	$48,928	$52,858	$74,000	$58,000	103
213.00 Dean,Arts & Sciences	$46,600	$47,528	$64,000	$80,000	$66,000	402
214.00 Dean,Business	$47,670	$45,752	$63,070	$80,064	$66,000	606
215.00 Dean,Communications	$36,500	$37,147	$47,327	$71,054	$53,318	98
216.00 Dean,Continuing Ed	$38,349	$43,850	$51,351	$63,200	$50,000	570
217.00 Dean,Dentistry	$109,015	$98,486	$86,310	$111,600	$110,000	50
218.00 Dean,Education	$39,672	$46,288	$60,000	$75,500	$64,000	392
219.00 Dean,Engineering	$49,885	$49,070	$70,134	$95,000	$81,200	241
221.00 Dean,Extension	$38,043	$36,458	$45,114	$74,200	$59,014	81
222.00 Dean,Fine Arts	$37,049	$41,127	$49,450	$70,294	$57,928	162
223.00 Dean,Graduate Program	$44,000	$48,638	$58,995	$75,000	$65,199	393
224.00 Dean,Hlth-Rltd Prof	$49,484	$45,407	$51,600	$69,349	$60,000	215
225.00 Dean,Home Economics	$18,480	$53,000	$40,616	$76,725	$72,200	43
226.00 Dean,Humanities	$38,724	$42,188	$53,442	$64,676	$50,400	210
227.00 Dean,Instruction	$50,516	$48,184	$54,919	$59,190	$55,533	43
228.00 Dean,Law	$91,690	$95,030	$102,750	$112,500	$109,472	127
229.00 Dean Lib & Inf Sci	$33,866	$45,100	$53,800	$67,600	$62,000	68
230.00 Dean,Mathematics	$34,147	$38,284	$47,789	$59,463	$48,270	107
231.00 Dean,Medicine	$141,250	$122,300	$153,264	$161,350	$151,410	76
232.00 Dean,Music	$32,900	$36,650	$60,000	$74,567	$55,456	78
233.00 Dean,Nursing	$39,910	$45,751	$53,748	$75,132	$56,200	281
234.00 Dean,Occ Std/Voc Ed	$45,064	$42,792	$51,313	$61,419	$52,146	215
235.00 Dean,Pharmacy	$98,157	$90,016	$84,316	$85,788	$86,964	55
236.00 Dean,Public Health	$130,200	*	$45,331	$111,457	$94,000	19
237.00 Dean,Sciences	$34,074	$46,000	$52,268	$69,062	$53,577	246
238.00 Dean,Social Sciences	$33,400	$42,362	$49,394	$69,209	$49,789	191
239.00 Dean,Social Work	$37,764	$50,880	$55,000	$82,425	$75,042	67
240.00 Dean,Special Programs	$33,890	$42,974	$52,500	$57,414	$45,030	107
241.00 Dean,Undergrad Prog	$45,852	$50,284	$58,027	$71,057	$58,027	105
242.00 Dean,Veterinary Sci	$100,428	*	*	$97,524	$100,428	21
ADMINISTRATIVE						
301.00 Chief Business Off	$47,600	$58,096	$69,337	$81,164	$63,307	1149
301.01 Chief Admin Off	$47,050	$53,100	$64,205	$79,300	$64,403	195
301.02 Chief Financial Off	$49,010	$50,000	$58,323	$68,350	$58,463	348
301.10 Dir Health & Safety	$38,000	$35,952	$36,578	$43,818	$42,000	201
301.20 Dir Telecommunic	$30,504	$32,000	$35,964	$47,319	$41,000	285
302.00 Chief Planning Off	$51,020	$51,000	$53,798	$66,150	$57,780	207
303.00 Chief Budgeting Off	$41,982	$45,300	$48,500	$56,000	$50,900	393
303.10 Assc Budget Dir	$34,116	$33,493	$38,570	$42,665	$40,000	201
304.00 Chief Plan-Budgt Off	$56,618	$57,336	$51,031	$70,447	$64,316	107
305.00 General Counsel	$60,630	$44,379	$60,000	$73,700	$66,700	207
305.10 Staff Attorneys	$50,303	$39,648	$44,645	$52,500	$50,117	120
306.00 Chf Personnel/HR Off	$35,570	$36,384	$45,502	$58,960	$46,875	753
306.10 Assc Dir Pers/HR	$33,047	$28,610	$34,335	$44,000	$37,450	317
306.20 Manager Benefits	$35,042	$25,750	$26,896	$34,133	$30,577	335
306.30 Manager Training-Dev	$32,760	$37,456	$31,068	$36,517	$35,692	147
306.40 Manager Empl Relatns	$35,000	$44,487	$34,578	$40,000	$39,000	94
306.50 Manager Labor Rel	$56,188	$46,525	$60,715	$49,623	$50,562	61
306.60 Manager Employment	$30,980	$27,250	$27,190	$33,278	$31,000	250
306.70 Mgr Wage-Sal/Mgr,Comp	$30,148	$33,831	$29,744	$35,196	$34,297	195
306.80 Mgr Personnel Inf Sys	$35,000	$23,850	$30,325	$37,063	$34,152	114
307.00 Dir AA/EEO	$48,000	$42,648	$40,940	$49,680	$46,482	321
307.10 Assc Dir AA/EEO	$33,775	$36,563	$35,647	$35,450	$35,000	74
308.00 Dir Pers-AA	$29,863	$33,837	$43,262	$48,312	$37,979	227
309.00 Dir Computer Center	$33,475	$41,550	$52,364	$66,150	$49,896	715
309.10 Assc Dir Computer Ctr	$34,000	$31,800	$41,531	$52,743	$42,000	257
309.20 Data Base Admin	$36,750	$31,440	$35,081	$44,044	$40,200	219
309.30 Sys Analyst I-Hi	$29,000	$29,016	$36,143	$39,610	$37,449	457
309.40 Sys Analyst II-Lo	$26,400	$25,204	$27,901	$30,816	$30,160	317
309.50 Prog Analyst I-Hi	$27,985	$27,352	$30,240	$31,328	$30,770	647

*denotes 3 cases or fewer.

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,100 OR LESS	QUARTILE 2 1,101-2,288	QUARTILE 3 2,289-6,269	QUARTILE 4 6,270 OR MORE	MED ENROLLMENT 2,288	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$23,576	$22,523	$25,000	$25,032	$24,638	552
310.00 Dir Comp Ctn Op/Ad	$31,905	$37,692	$45,500	$56,990	$45,360	375
310.10 Assc Dir Cmp Cnt	$27,350	$30,700	$38,510	$50,000	$38,135	178
311.00 Dir Inform Systems	$38,584	$44,478	$51,700	$57,036	$52,860	254
312.00 Chf Phys Plnt/Fac	$33,386	$39,574	$47,410	$59,782	$45,000	1122
312.10 Assc Dir Phys Plnt	$28,593	$30,970	$36,759	$46,176	$37,596	522
312.20 Mgr Landscape/Grds	$23,420	$25,000	$27,805	$33,530	$29,000	518
312.30 Mgr Bldg Mnt Trades	$26,121	$29,875	$31,853	$36,600	$32,498	452
312.40 Mgr Tech Trades	$28,805	$29,311	$33,550	$37,720	$34,225	205
312.50 Mgr Custodial Srv	$22,223	$25,095	$28,808	$32,757	$28,090	570
312.60 Mgr Power Plant	$28,698	$34,752	$33,656	$39,300	$35,877	260
313.00 Comptroller	$32,722	$42,000	$47,025	$60,424	$46,783	763
313.10 Manager Payroll	$21,360	$24,203	$26,868	$35,000	$28,991	584
314.00 Dir Accounting	$31,000	$31,168	$37,978	$45,466	$38,798	529
314.10 Staff Accountant-Hi	$24,723	$25,750	$29,400	$30,364	$28,434	591
314.20 Staff Accountant-Lo	$19,926	$21,135	$23,712	$24,637	$23,000	497
315.00 Bursar	$22,672	$27,350	$33,760	$41,400	$34,400	386
315.10 Assc .Bursar	$22,266	$21,650	$25,500	$31,052	$28,896	102
316.00 Dir Purchasing	$27,215	$29,748	$35,000	$45,600	$36,968	730
316.10 Assc Dir Purchasing	$27,790	$25,105	$29,200	$37,358	$32,566	234
317.00 Dir Bookstore	$19,188	$23,600	$30,517	$39,918	$27,500	731
317.10 Assc Dir Bookstore	$15,803	$18,589	$23,909	$28,505	$24,268	185
318.00 Dir Internal Audit	$42,500	$34,003	$37,000	$48,000	$44,647	324
319.00 Dir Aux Services	$33,290	$37,400	$43,905	$55,000	$45,601	328
319.10 Mgr Mail Services	$15,650	$17,922	$21,902	$26,071	$21,446	453
320.00 Dir Campus Security	$23,960	$27,499	$34,695	$44,301	$33,722	807
321.00 Dir Risk Mgt/Ins	$51,200	$47,250	$39,311	$47,900	$46,900	144
322.00 Admin Hosp Med Ctr	$107,500	$99,300	$140,747	$125,080	$122,715	46
322.10 Dir Med Ctr Pub Rel	$51,640	$52,210	$44,923	$52,445	$51,230	46
322.10 Dir Med Ctr Pers	$46,304	$61,500	$42,000	$55,081	$50,280	30
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,467	$56,000	$63,942	$69,201	$58,000	825
401.10 Dir Annual Giving	$29,305	$31,613	$36,344	$40,824	$34,200	454
401.20 Dir Corp/Fndtn Rel	$33,960	$36,700	$41,410	$47,190	$40,000	331
401.30 Coord Res Dev	$25,000	$24,550	$29,200	$33,900	$27,910	205
401.40 Dir Estate Pln	$33,880	$39,119	$45,150	$51,000	$42,390	181
402.00 Chf Pubic Rel Off	$29,300	$34,453	$43,000	$56,784	$40,700	707
402.10 Dir Gov/Leg Rel	$57,036	$36,400	$59,701	$64,300	$62,000	150
403.00 Chf Dev/Pub Rel Off	$39,549	$53,369	$64,850	$78,938	$64,700	225
404.00 Dir Alumni Affairs	$26,738	$31,700	$35,005	$44,470	$33,600	743
405.00 Dir Dev/Alumni Aff	$39,056	$43,221	$44,650	$51,230	$43,741	117
406.00 Dir Spec/Defer Gifts	$32,000	$40,000	$43,200	$52,495	$41,077	172
407.00 Dir Church Relations	$28,500	$35,250	$43,400	$54,000	$33,150	88
408.00 Dir Community Serv	$34,266	$31,215	$43,465	$45,450	$40,598	199
409.00 Dir Publications	$27,564	$29,213	$33,582	$39,683	$33,809	460
409.10 Assc Dir Publicatns	$24,470	$23,125	$26,083	$30,557	$26,363	149
409.20 Mgr Printing Srv	$20,758	$23,090	$28,177	$35,889	$29,640	458
410.00 Dir Info Office	$25,667	$27,852	$34,240	$46,317	$33,638	391
411.00 Dir News Bureau	$23,941	$24,600	$28,208	$36,414	$30,030	245
STUDENT SERVICES						
501.00 Chf Student Aff Off	$39,200	$49,000	$59,000	$71,464	$54,463	1216
502.00 Dir Admissions	$33,975	$39,893	$44,940	$51,896	$41,974	906
502.10 Assc Dir Admissions	$23,351	$27,664	$31,000	$36,196	$30,000	667
502.20 Admissions Counselor	$18,004	$19,450	$22,512	$22,975	$20,911	708
502.30 Academic Advisor	$23,000	$23,840	$26,724	$24,278	$24,278	295
503.00 Dir.Adm & Registrar	$36,750	$37,828	$45,600	$58,065	$47,393	200
504.00 Registrar	$27,741	$35,150	$41,850	$49,839	$37,899	1042
504.00 Assc Registrar	$24,250	$24,400	$31,198	$37,800	$31,409	337
504.20 Asst Registrar	$18,530	$21,513	$26,223	$30,324	$25,493	447
505.00 Dir Adm/Fin Aid	$37,671	$48,328	$54,022	$60,000	$47,079	151
506.00 Dir Student Fin Aid	$27,000	$33,975	$38,535	$47,934	$36,897	1174
506.10 Assc Dir Std Fin Aid	$20,038	$22,714	$28,447	$34,293	$27,294	610
507.00 Dir Food Services	$27,698	$36,200	$37,591	$46,280	$37,240	323
507.10 Assc Dir Food Serv	$22,600	$26,400	$30,611	$38,531	$32,020	153
508.00 Dir Student Housing	$23,976	$27,805	$35,152	$46,075	$33,900	616
508.10 Assc Dir Std Housing	$18,933	$20,350	$27,060	$34,715	$28,080	240
508.20 Housing Off/Adm Opr	$17,589	$24,948	$26,340	$35,569	$29,800	144
508.30 Housing Off/Res Life	$19,168	$22,900	$23,914	$34,093	$24,913	300
510.00 Dir Foreign Students	$25,500	$26,000	$30,564	$37,197	$31,333	251
511.00 Dir Student Union	$27,063	$27,700	$36,950	$44,733	$37,792	350
511.10 Assc Dir Std Union	$22,624	$23,057	$26,763	$34,932	$30,800	143
511.20 Std Union Bsn Mgr	$26,028	$18,550	$31,490	$31,022	$30,579	77
512.00 Dir Std Activities	$22,000	$25,328	$31,388	$39,156	$30,000	719
513.00 Dir Std Placement	$25,160	$31,176	$34,451	$44,000	$33,845	832
514.00 Dir Std Counseling	$28,358	$33,000	$41,688	$49,693	$39,908	803
514.10 Assc Dir Std Cnslg	$26,830	$24,703	$32,101	$41,184	$34,725	197
515.00 Dir Std Hlth-Physicn	$40,387	$34,450	$62,674	$74,504	$70,008	260
516.00 Dir Std Hlth-Nurse	$20,000	$24,835	$29,415	$35,064	$26,466	528
517.00 Dir Campus Ministries	$25,000	$29,400	$34,210	$45,749	$30,269	304
518.00 Dir Athletics	$32,000	$40,050	$50,550	$63,590	$47,175	828
519.00 Dir Sports Info	$20,020	$21,118	$24,436	$31,735	$26,204	464
520.00 Dir Athletics/Men	$28,040	$44,100	$44,530	$54,772	$49,700	62
521.00 Dir Athletics/Women	$27,163	$30,600	$34,623	$45,215	$36,228	142
522.00 Dir Campus Rec	$27,800	$25,220	$28,208	$37,717	$30,626	388
523.00 Dir Enrollment Mgmt	$38,375	$46,384	$51,000	$61,225	$47,580	149
524.00 Dir Minority Affairs	$30,588	$29,004	$36,000	$38,238	$35,000	250
525.00 Dir Conferences	$28,600	$29,167	$34,026	$43,600	$35,508	229

*denotes 3 cases or fewer.

TABLE 6
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 1,798 OR LESS	QUARTILE 2 1,799-4,180	QUARTILE 3 4,181-10,209	QUARTILE 4 10,209 OR MORE	MED ENROLLMENT 4,180	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$73,034	$75,600	$85,457	$110,158	$92,910	166
101.10 Asst to Ceo/System	$47,033	$50,900	$47,247	$64,157	$57,553	75
102.00 Ceo / Single Inst	$71,766	$83,000	$91,698	$108,500	$86,000	606
102.10 Asst to Ceo/Single	$37,000	$46,732	$51,450	$57,120	$50,064	288
103.00 Exec Vice Pres	$81,169	$66,434	$68,539	$92,000	$76,560	131
ACADEMIC						
201.00 Chief Acad Off	$55,062	$64,440	$75,014	$90,065	$70,692	711
202.00 Chf Hlth Prof Off	$42,100	$47,450	$73,955	$120,000	$78,765	66
203.00 Dir Library Serv	$38,678	$43,932	$54,000	$71,305	$50,862	554
203.10 Circulatn Librarian	$26,500	$25,962	$30,773	$33,297	$30,402	268
203.20 Acquistns Librarian	$29,152	$28,941	$34,016	$38,704	$34,080	273
203.30 Tech Serv Librarian	$30,091	$30,890	$36,588	$44,000	$35,669	312
203.40 Public Serv Librarian	$32,311	$29,564	$37,851	$46,859	$36,428	221
203.50 Reference Librarian	$27,425	$29,664	$32,726	$38,150	$32,492	349
204.00 Dir Instit Research	$40,128	$42,392	$49,030	$54,993	$48,336	372
204.10 Assc Dir Inst Res	$37,186	$37,562	$35,859	$41,756	$38,550	107
205.00 Dir Educ Media Serv	$33,407	$34,417	$42,000	$50,392	$41,004	302
206.00 Dir Learning Res Ctr	$37,097	$41,772	$46,904	$48,336	$43,382	287
207.00 Dir Internatl Std Ed	$49,515	$44,918	$50,551	$54,726	$51,340	105
208.00 Dir Comp Ctr,Opr/Acad	$45,763	$42,413	$50,025	$59,919	$50,125	206
208.10 Assc Dir CC Opr/Acad	$30,537	$34,000	$39,000	$53,031	$45,620	83
209.00 Admn,Grants-Contract	$38,686	$41,793	$42,775	$55,490	$47,227	330
210.00 Dean,Architecture	$75,809	$45,000	$81,744	$81,000	$81,000	43
211.00 Dean,Agriculture	$49,243	$54,451	$68,000	$93,550	$81,506	70
212.00 Dean,Arts & Letters	$43,420	$48,960	$61,000	$76,908	$60,170	74
213.00 Dean,Arts & Sciences	$46,874	$58,464	$67,175	$85,953	$68,000	273
214.00 Dean,Business	$45,944	$52,546	$68,117	$87,153	$66,348	424
215.00 Dean,Communications	$40,722	$43,369	$52,002	$72,500	$57,840	63
216.00 Dean,Continuing Ed	$44,520	$46,894	$54,750	$67,302	$52,476	390
217.00 Dean,Dentistry	$96,200	$97,000	$99,215	$115,000	$109,750	36
218.00 Dean,Education	$53,340	$56,908	$65,963	$80,000	$68,562	278
219.00 Dean,Engineering	$45,673	$54,000	$70,532	$96,226	$82,534	178
221.00 Dean,Extension	$36,458	$41,437	$59,950	$81,740	$59,497	65
222.00 Dean,Fine Arts	$54,242	$49,100	$58,169	$71,728	$62,453	111
223.00 Dean,Graduate Program	$59,105	$58,111	$65,539	$79,400	$69,996	242
224.00 Dean,Hlth-Rltd Prof	$43,951	$48,227	$62,294	$78,248	$60,577	194
225.00 Dean,Home Economics	$53,000	$39,026	$61,042	$77,140	$75,000	38
226.00 Dean,Humanities	$44,339	$47,390	$59,700	$67,062	$54,608	146
227.00 Dean,Instruction	$49,832	$53,993	$57,928	$64,676	$55,533	37
228.00 Dean,Law	$105,000	$54,575	$88,910	$110,500	$106,627	65
229.00 Dean Lib & Inf Sci	[illegible]3,092	$47,375	$57,000	$70,200	$62,000	55
230.00 Dean,Mathematics	$45,370	$45,750	$57,850	$59,463	$53,188	75
231.00 Dean,Medicine	$141,250	$144,900	$103,624	$153,080	$141,250	59
232.00 Dean,Music	*	$53,440	$62,226	$74,784	$71,955	30
233.00 Dean,Nursing	$47,100	$47,680	$61,000	$77,920	$60,050	194
234.00 Dean,Occ Std/Voc Ed	$44,267	$46,200	$57,147	$62,004	$52,426	204
235.00 Dean,Pharmacy	$109,350	$94,736	$78,541	$93,670	$90,500	44
236.00 Dean,Public Health	$130,200	$64,343	$64,988	$111,457	$84,000	15
237.00 Dean,Sciences	$44,976	$49,366	$60,920	$81,038	$57,293	179
238.00 Dean,Social Sciences	$48,978	$46,646	$57,670	$70,509	$55,068	132
239.00 Dean,Social Work	$88,200	$44,875	$71,472	$82,425	$78,675	44
240.00 Dean,Special Programs	$42,974	$42,240	$53,833	$64,213	$47,766	74
241.00 Dean,Undergrad Prog	$50,568	$58,027	$65,854	$71,555	$63,000	53
242.00 Dean,Veterinary Sci	$100,428	*	*	$94,000	$94,310	18
ADMINISTRATIVE						
301.00 Chief Business Off	$50,451	$59,750	$70,200	$85,300	$65,407	644
301.01 Chief Admin Off	$55,689	$57,761	$63,968	$81,113	$67,040	105
301.02 Chief Financial Off	$47,875	$51,662	$57,377	$71,919	$59,912	188
301.10 Dir Health & Safety	$39,938	$39,000	$37,061	$48,049	$42,054	157
301.20 Dir Telecommunic	$35,728	$35,928	$37,748	$49,620	$43,248	195
302.00 Chief Planning Off	$54,336	$50,186	$62,090	$66,000	$59,000	146
303.00 Chief Budgeting Off	$50,000	$45,540	$48,820	$59,100	$51,060	283
303.10 Assc Budget Dir	$34,116	$35,240	$37,200	$47,367	$41,103	139
304.00 Chief Plan-Budgt Off	$57,336	$46,606	$56,134	$72,127	$64,976	70
305.00 General Counsel	$49,320	$50,000	$56,203	$71,266	$65,926	143
305.10 Staff Attorneys	$52,652	$44,645	$41,457	$54,005	$50,268	88
306.00 Chf Personnel/HR Off	$41,135	$41,914	$48,848	$62,240	$50,878	453
306.10 Assc Dir Pers/HR	$41,790	$31,580	$37,143	$46,463	$39,946	205
306.20 Manager Benefits	$35,028	$29,412	$27,816	$34,896	$31,596	221
306.30 Manager Training-Dev	$36,204	$34,978	$29,486	$36,725	$36,102	115
306.40 Manager Empl Relatns	$45,000	$51,974	$38,000	$40,000	$41,657	67
306.50 Manager Labor Rel	$59,119	$50,315	$51,000	$48,287	$50,562	50
306.60 Manager Employment	$36,299	$30,728	$29,400	$33,453	$31,959	164
306.70 Mgr Wage-Sal/Mgr,Comp	$35,028	$32,062	$30,015	$35,559	$34,116	150
306.80 Mgr Personnel Inf Sys	$35,000	$38,480	$30,198	$38,680	$35,000	80
307.00 Dir AA/EEO	$48,150	$43,200	$41,261	$51,000	$46,650	272
307.10 Assc Dir AA/EEO	$36,780	$34,193	$39,153	$34,000	$35,857	62
308.00 Dir Pers-AA	$33,715	$41,358	$47,736	$51,852	$42,364	137
309.00 Dir Computer Center	$39,400	$46,674	$54,597	$68,766	$53,466	431
309.10 Assc Dir Computer Ctr	$38,968	$40,007	$43,538	$57,026	$45,818	151
309.20 Data Base Admin	$44,132	$32,384	$38,841	$47,309	$41,748	134
309.30 Sys Analyst I-Hi	$31,849	$33,214	$37,264	$40,000	$38,360	300
309.40 Sys Analyst II-Lo	$26,655	$29,223	$29,512	$32,317	$30,172	207
309.50 Prog Analyst I-Hi	$29,288	$29,121	$31,616	$31,328	$31,328	428

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	QUARTILE 1 1,798 OR LESS	QUARTILE 2 1,799-4,180	QUARTILE 3 4,181-10,209	QUARTILE 4 10,209 OR MORE	MED ENROLLMENT 4,180	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$24,465	$24,742	$25,809	$24,638	$25,000	356
310.00 Dir Comp Ctn Op/Ad	$39,525	$39,428	$48,741	$58,000	$49,000	191
310.10 Asse Dir Cmp Cnt	$37,008	$36,700	$41,845	$52,158	$44,206	99
311.00 Dir Inform Systems	$49,000	$51,978	$51,850	$57,750	$54,944	158
312.00 Chf Phys Plnt/Fac	$36,170	$43,084	$51,173	$61,732	$48,635	620
312.10 Asse Dir Phys Plnt	$35,536	$32,729	$38,212	$48,947	$40,620	311
312.20 Mgr Landscape/Grds	$28,308	$25,849	$27,575	$34,840	$30,132	289
312.30 Mgr Bldg Mnt Trades	$30,903	$30,209	$31,887	$38,160	$33,460	260
312.40 Mgr Tech Trades	$35,545	$31,382	$32,515	$37,464	$35,000	115
312.50 Mgr Custodial Srv	$23,991	$23,768	$28,535	$34,709	$29,567	318
312.60 Mgr Power Plant	$35,887	$30,312	$33,505	$39,987	$35,447	172
313.00 Comptroller	$37,008	$42,890	$50,600	$61,185	$49,573	387
313.10 Manager Payroll	$26,085	$26,856	$30,012	$36,517	$31,897	344
314.00 Dir Accounting	$34,687	$34,884	$40,500	$47,711	$41,130	323
314.10 Staff Accountant-Hi	$27,061	$27,765	$31,242	$29,897	$29,897	353
314.20 Staff Accountant-Lo	$21,954	$23,712	$23,686	$24,648	$23,972	319
315.00 Bursar	$30,000	$32,288	$34,400	$42,237	$37,600	212
315.10 Asse Bursar	$22,266	$27,137	$27,880	$35,600	$31,052	52
316.00 Dir Purchasing	$29,748	$34,440	$37,400	$48,600	$38,989	468
316.10 Asse Dir Purchasing	$29,032	$28,700	$30,770	$38,934	$33,500	169
317.00 Dir Bookstore	$21,860	$26,710	$34,255	$42,059	$31,527	387
317.10 Asse Dir Bookstore	$18,000	$24,852	$24,866	$30,914	$26,227	106
318.00 Dir Internal Audit	$42,500	$35,975	$38,879	$48,384	$44,520	238
319.00 Dir Aux Services	$40,688	$40,572	$46,289	$57,026	$47,388	208
319.10 Mgr Mail Services	$22,444	$21,665	$22,674	$27,483	$24,620	212
320.00 Dir Campus Security	$30,678	$33,353	$35,803	$47,000	$38,332	437
321.00 Dir Risk Mgt/Ins	$49,500	$45,923	$41,217	$49,007	$46,800	89
322.00 Admin Hosp Med Ctr	$115,465	$111,894	$75,300	$125,000	$122,000	37
322.10 Dir Med Ctr Pub Rel	$57,071	$49,750	$36,574	$49,172	$49,710	30
322.10 Dir Med Ctr Pers	$46,186	$55,750	$39,590	$55,541	$50,140	20
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$48,067	$52,350	$63,000	$72,069	$58,959	336
401.10 Dir Annual Giving	$29,963	$36,723	$37,515	$39,690	$38,410	127
401.20 Dir Corp/Fndtn Rel	$35,300	$41,429	$41,285	$49,688	$44,000	113
401.30 Coord Res Dev	$30,860	$26,691	$30,000	$31,308	$29,971	64
401.40 Dir Estate Pln	$40,617	$18,000	$50,945	$47,772	$47,444	35
402.00 Chf Pubic Rel Off	$32,480	$39,790	$45,688	$60,100	$45,688	351
402.10 Dir Gov/Leg Rel	$55,373	$56,134	$63,732	$65,723	$62,300	107
403.00 Chf Dev/Pub Rel Off	$43,940	$45,950	$65,026	$81,000	$68,000	119
404.00 Dir Alumni Affairs	$37,727	$30,756	$36,180	$47,408	$38,500	287
405.00 Dir Dev/Alumni Aff	$39,056	$43,760	$43,425	$65,748	$43,530	62
406.00 Dir Spec/Defer Gifts	$44,200	$34,557	$46,724	$51,500	$47,470	39
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$34,743	$43,224	$48,629	$43,154	$41,573	149
409.00 Dir Publications	$34,000	$33,903	$32,860	$41,250	$37,200	223
409.10 Asse Dir Publicatns	$19,155	$28,756	$27,818	$31,458	$29,826	56
409.20 Mgr Printing Srv	$26,261	$26,305	$31,173	$37,079	$31,762	278
410.00 Dir Info Office	$27,671	$32,531	$36,894	$48,326	$36,570	234
411.00 Dir News Bureau	$28,139	$30,370	$29,844	$38,116	$33,122	128
STUDENT SERVICES						
501.00 Chf Student Aff Off	$47,702	$55,000	$64,500	$75,000	$59,018	659
502.00 Dir Admissions	$35,761	$40,823	$47,100	$52,000	$43,262	421
502.10 Asse Dir Admissions	$29,025	$30,331	$35,114	$36,528	$34,152	275
502.20 Admissions Counselor	$22,285	$23,085	$23,269	$24,662	$23,094	264
502.30 Academic Advisor	$30,749	$26,933	$30,485	$23,463	$24,579	175
503.00 Dir Adm & Registrar	$37,526	$43,492	$49,948	$60,000	$48,669	173
504.00 Registrar	$34,400	$40,217	$46,537	$52,090	$43,004	474
504.00 Asse Registrar	$29,379	$31,612	$33,722	$37,824	$35,436	185
504.20 Asst Registrar	$22,447	$25,907	$29,648	$30,408	$29,184	207
505.00 Dir Adm/Fin Aid	$36,994	$46,001	$51,500	$60,000	$47,983	49
506.00 Dir Student Fin Aid	$33,317	$36,850	$41,200	$49,069	$39,315	629
506.10 Asse Dir Std Fin Aid	$25,415	$27,361	$31,019	$35,392	$31,450	293
507.00 Dir Food Services	$27,589	$27,958	$37,081	$48,800	$38,400	168
507.10 Asse Dir Food Serv	$29,754	$31,992	$29,238	$39,108	$36,204	72
508.00 Dir Student Housing	$29,090	$34,320	$39,864	$49,276	$39,192	296
508.10 Asse Dir Std Housing	$27,598	$28,587	$30,464	$37,416	$32,000	132
508.20 Housing Off/Adm Opr	$33,480	$28,242	$29,915	$36,027	$32,889	88
508.30 Housing Off/Res Life	$21,500	$23,806	$26,000	$37,850	$29,475	131
510.00 Dir Foreign Students	$37,806	$30,564	$32,000	$38,671	$36,823	127
511.00 Dir Student Union	$31,528	$36,503	$38,683	$46,925	$40,479	223
511.10 Asse Dir Std Union	$29,392	$25,705	$32,126	$36,000	$33,305	101
511.20 Std Union Bsn Mgr	$28,275	$31,490	$31,043	$31,587	$31,443	64
512.00 Dir Std Activities	$27,406	$31,048	$35,000	$44,000	$34,936	100
513.00 Dir Std Placement	$30,403	$32,963	$39,393	$45,543	$38,820	419
514.00 Dir Std Counseling	$34,100	$40,335	$46,853	$53,184	$43,499	462
514.10 Asse Dir Std Cnslg	$26,830	$29,519	$38,133	$44,121	$39,080	112
515.00 Dir Std Hlth-Physicn	$73,886	$58,676	$66,862	$75,300	$72,000	166
516.00 Dir Std Hlth-Nurse	$25,896	$26,028	$30,000	$36,517	$29,693	206
517.00 Dir Campus Ministries	$33,537	$35,486	$35,000	$44,892	$49,287	10
518.00 Dir Athletics	$37,370	$46,188	$53,163	$76,008	$52,800	413
519.00 Dir Sports Info	$28,660	$23,396	$27,540	$34,391	$30,031	237
520.00 Dir Athletics/Men	$41,894	$39,502	$53,018	$60,546	$54,600	31
521.00 Dir Athletics/Women	$36,728	$26,950	$37,626	$48,675	$44,000	63
522.00 Dir Campus Rec	$28,568	$27,552	$31,327	$40,949	$32,770	234
523.00 Dir Enrollment Mgmt	$35,200	$44,520	$48,179	$63,986	$47,334	64
524.00 Dir Minority Affairs	$37,824	$33,298	$34,996	$42,635	$37,658	129
525.00 Dir Conferences	$32,190	$34,062	$40,000	$44,970	$41,236	115

*denotes 3 cases or fewer.

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 830 OR LESS	QUARTILE 2 831-1,500	QUARTILE 3 1,501-3,019	QUARTILE 4 3,020 OR MORE	MED ENROLLMENT 1,500	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$62,500	$105,000	$98,747	$128,600	$102,000	31
101.10 Asst to Ceo/System	*	$38,537	$26,112	$63,996	$45,227	9
102.00 Ceo / Single Inst	$84,000	$96,250	$115,821	$120,000	$100,000	293
102.10 Asst to Ceo/Single	$31,502	$35,940	$47,370	$53,000	$43,200	148
103.00 Exec Vice Pres	$54,570	$72,500	$75,809	$110,000	$79,200	71
ACADEMIC						
201.00 Chief Acad Off	$53,903	$65,800	$75,000	$93,400	$70,770	310
202.00 Chf Hlth Prof Off	$50,000	$38,875	$35,500	$141,510	$104,934	19
203.00 Dir Library Serv	$31,209	$39,684	$46,894	$57,155	$43,380	301
203.10 Circulatn Librarian	$20,010	$22,000	$25,990	$30,020	$25,050	137
203.20 Acquistns Librarian	$24,230	$27,360	$28,900	$31,900	$28,840	127
203.30 Tech Serv Librarian	$21,625	$27,547	$31,538	$35,600	$30,507	186
203.40 Public Serv Librarian	$24,606	$28,773	$33,426	$38,500	$31,800	113
203.50 Reference Librarian	$24,582	$26,283	$28,445	$31,571	$28,445	195
204.00 Dir Instit Research	$47,187	$41,345	$40,318	$46,082	$44,311	90
204.10 Assc Dir Inst Res	$40,500	$30,681	$28,839	$32,600	$33,150	18
205.00 Dir Educ Media Serv	$24,000	$24,545	$31,475	$34,952	$29,616	126
206.00 Dir Learning Res Ctr	$25,820	$27,800	$31,270	$38,948	$30,630	85
207.00 Dir Internatl Std Ed	$24,000	$34,750	$47,147	$46,188	$38,278	48
208.00 Dir Comp Ctr,Opr/Acad	$32,518	$40,605	$41,829	$55,248	$44,050	131
208.10 Assc Dir CC Opr/Acad	$33,077	$25,000	$30,780	$45,250	$32,839	54
209.00 Admn,Grants-Contract	$40,000	$31,800	$36,500	$50,680	$39,000	82
210.00 Dean,Architecture	*	*	$41,863	$92,000	$92,000	13
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$57,753	$58,000	$40,128	$66,000	$58,000	17
213.00 Dean,Arts & Sciences	$47,750	$41,000	$60,425	$77,300	$68,668	78
214.00 Dean,Business	$46,670	$46,900	$58,000	$88,000	$72,360	98
215.00 Dean,Communications	$63,000	$36,693	$37,322	$75,000	$69,427	17
216.00 Dean,Continuing Ed	$38,056	$44,458	$44,838	$61,443	$48,000	104
217.00 Dean,Dentistry	*	*	$85,000	$136,000	$129,500	8
218.00 Dean,Education	$42,212	$32,800	$46,574	$66,800	$59,617	50
219.00 Dean,Engineering	$60,630	$48,070	$56,640	$100,000	$83,916	48
221.00 Dean,Extension	*	$48,400	$28,700	$80,000	$58,650	10
222.00 Dean,Fine Arts	$31,000	$51,267	$45,818	$85,100	$57,000	27
223.00 Dean,Graduate Program	$41,000	$46,500	$48,400	$71,650	$57,783	84
224.00 Dean,Hlth-Rltd Prof	*	$66,491	$51,894	$66,150	$61,200	12
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	$33,792	$40,376	$48,849	$75,000	$45,000	27
227.00 Dean,Instruction	*	*	$50,160	$57,200	$53,680	4
228.00 Dean,Law	$82,500	$83,900	$101,530	$125,000	$120,960	42
229.00 Dean Lib & Inf Sci	*	*	*	$85,000	$85,000	9
230.00 Dean,Mathematics	*	$46,400	$34,600	$58,900	$40,150	12
231.00 Dean,Medicine	$158,100	$113,612	$160,000	$209,000	$205,000	16
232.00 Dean,Music	$31,579	$47,125	$51,046	$76,989	$61,395	18
233.00 Dean,Nursing	$39,910	$38,000	$48,090	$76,600	$56,762	40
234.00 Dean,Occ Std/Voc Ed	*	$47,088	$49,485	$55,100	$51,094	6
235.00 Dean,Pharmacy	*	*	$80,000	$81,008	$80,000	7
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$47,140	$33,351	$55,064	$84,697	$58,460	28
238.00 Dean,Social Sciences	$32,377	$38,268	$44,726	$76,008	$44,471	25
239.00 Dean,Social Work	$37,764	$32,720	$65,584	$88,300	$82,000	14
240.00 Dean,Special Programs	$26,420	$36,774	$48,000	$64,425	$46,137	12
241.00 Dean,Undergrad Prog	$45,000	$49,078	$63,075	$77,500	$56,250	35
242.00 Dean,Veterinary Sci	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$48,075	$65,000	$75,180	$94,500	$70,000	255
301.01 Chief Admin Off	$44,136	$54,500	$61,800	$82,078	$64,000	53
301.02 Chief Financial Off	$54,714	$51,000	$65,000	$82,500	$65,000	94
301.10 Dir Health & Safety	$38,000	$35,952	$28,979	$51,415	$45,004	30
301.20 Dir/Telecommunic	$26,000	$25,841	$33,900	$45,000	$38,949	56
302.00 Chief Planning Off	$81,400	$42,800	$63,900	$80,346	$60,500	38
303.00 Chief Budgeting Off	$81,200	$43,000	$46,530	$62,000	$54,210	69
303.10 Assc Budget Dir	$45,000	$36,500	$34,000	$43,091	$42,000	41
304.00 Chief Plan-Budgt Off	*	$55,911	$55,285	$68,125	$61,570	24
305.00 General Counsel	$71,656	$44,996	$55,000	$86,000	$79,050	41
305.10 Staff Attorneys	$58,000	*	$36,940	$53,140	$51,475	23
306.00 Chf Personnel/HR Off	$33,182	$35,850	$42,513	$59,000	$44,000	186
306.10 Assc Dir Pers/HR	$32,860	$28,000	$28,610	$41,088	$34,030	76
306.20 Manager Benefits	$36,000	$25,792	$27,500	$34,683	$31,100	81
306.30 Manager Training-Dev	$52,000	$35,616	$32,100	$36,545	$36,081	25
306.40 Manager Empl Relatns	$39,000	*	$34,000	$40,000	$37,311	20
306.50 Manager Labor Rel	$48,500	*	*	$51,046	$48,500	9
306.60 Manager Employment	$30,000	$30,175	$25,262	$34,660	$30,000	66
306.70 Mgr Wage-Sal/Mgr,Comp	$35,000	$36,570	$29,600	$39,400	$37,000	31
306.80 Mgr Personnel Inf Sys	$56,350	*	$24,142	$40,000	$37,350	26
307.00 Dir AA/EEO	$36,000	$37,595	$40,000	$54,075	$47,000	38
307.10 Assc Dir AA/EEO	$29,145	$29,909	*	$35,450	$33,528	10
308.00 Dir Pers-AA	$29,455	$32,673	$35,000	$45,000	$35,950	50
309.00 Dir Computer Center	$33,000	$40,175	$48,700	$65,000	$50,000	154
309.10 Assc Dir Computer Ctr	$29,275	$29,924	$37,718	$52,247	$39,432	65
309.20 Data Base Admin	$29,000	$30,275	$38,307	$43,000	$39,700	51
309.30 Sys Analyst I-Hi	$29,725	$33,500	$31,600	$40,273	$35,635	95
309.40 Sys Analyst II-Lo	$28,625	$29,456	$25,175	$32,694	$30,353	63
309.50 Prog Analyst I-Hi	$29,174	$27,911	$27,590	$33,222	$30,018	132

*denotes 3 cases or fewer

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 830 OR LESS	QUARTILE 2 831-1,500	QUARTILE 3 1,501-3,019	QUARTILE 4 3,020 OR MORE	MED ENROLLMENT 1,500	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$24,545	$23,200	$23,000	$26,037	$25,100	125
310.00 Dir Comp Ctr Op/Ad	$32,085	$38,180	$42,300	$60,000	$46,443	102
310.10 Assc Dir Cmp Cnt	$27,200	$29,375	$32,575	$52,550	$34,524	44
311.00 Dir Inform Systems	$38,584	$40,280	$42,000	$65,593	$51,319	66
312.00 Chf Phys Plnt/Fac	$32,375	$41,735	$46,475	$62,075	$43,300	271
312.10 Assc Dir Phys Plnt	$29,243	$33,500	$37,530	$48,348	$38,000	115
312.20 Mgr Landscape/Grds	$26,714	$27,000	$28,787	$33,500	$29,000	137
312.30 Mgr Bldg Mnt Trades	$27,600	$29,800	$33,158	$37,641	$33,095	114
312.40 Mgr Tech Trades	$37,500	$26,500	$32,308	$43,650	$35,713	58
312.50 Mgr Custodial Srv	$24,150	$25,720	$29,345	$33,000	$28,000	152
312.60 Mgr Power Plant	$28,698	$31,186	$37,194	$44,000	$38,002	56
313.00 Comptroller	$32,450	$43,500	$50,000	$61,600	$48,530	208
313.10 Manager Payroll	$22,733	$23,350	$25,153	$32,000	$27,500	146
314.00 Dir Accounting	$31,200	$35,325	$35,850	$45,000	$38,350	114
314.10 Staff Accountant-Hi	$25,000	$27,165	$29,925	$30,277	$28,188	138
314.20 Staff Accountant-Lo	$21,000	$21,400	$23,000	$23,982	$22,965	114
315.00 Bursar	$22,898	$29,496	$28,200	$39,550	$32,403	117
315.10 Assc Bursar	$26,250	$20,615	$22,500	$29,402	$26,830	35
316.00 Dir Purchasing	$27,430	$31,021	$34,550	$43,000	$35,000	159
316.10 Assc Dir Purchasing	$28,450	$24,150	$30,333	$36,206	$30,465	41
317.00 Dir Bookstore	$20,510	$22,064	$29,328	$44,500	$24,528	168
317.10 Assc Dir Bookstore	$19,683	$22,084	$18,818	$29,502	$20,125	44
318.00 Dir Internal Audit	$35,000	$45,228	$33,000	$51,000	$46,650	61
319.00 Dir Aux Services	$31,200	$36,500	$45,580	$56,173	$44,686	71
319.10 Mgr Mail Services	$15,000	$17,410	$21,327	$24,000	$20,520	133
320.00 Dir Campus Security	$24,000	$28,163	$32,208	$42,120	$33,000	213
321.00 Dir Risk Mgt/Ins	$51,200	$59,961	$42,500	$51,590	$50,100	38
322.00 Admin Hosp Med Ctr	$29,934	*	*	$146,550	$143,100	5
322.10 Dir Med Ctr Pub Rel	$66,800	$41,890	$22,000	$63,604	$60,151	14
322.10 Dir Med Ctr Pers	*	*	*	$52,308	$52,308	8
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$48,933	$60,000	$68,480	$82,821	$65,000	251
401.10 Dir Annual Giving	$30,710	$33,550	$33,500	$40,034	$34,900	187
401.20 Dir Corp/Fndtn Rel	$38,100	$37,900	$36,500	$47,008	$39,950	142
401.30 Coord Res Dev	$25,500	$22,500	$27,900	$33,400	$27,900	84
401.40 Dir Estate Pln	$40,900	$42,187	$41,448	$53,892	$44,591	84
402.00 Chf Pubic Rel Off	$28,270	$37,300	$41,026	$55,825	$40,788	196
402.10 Dir Gov/Leg Rel	$56,582	$58,500	$66,600	$57,947	$57,988	33
403.00 Chf Dev/Pub Rel Off	$39,000	$56,700	$80,650	$100,300	$66,100	52
404.00 Dir Alumni Affairs	$27,135	$32,400	$36,482	$42,850	$33,200	243
405.00 Dir Dev/Alumni Aff	$38,397	$48,000	$50,000	$59,499	$49,064	34
406.00 Dir Spec/Defer Gifts	$34,484	$37,500	$42,500	$50,395	$43,000	67
407.00 Dir Church Relations	$26,000	$28,800	$41,879	$46,113	$32,852	19
408.00 Dir Community Serv	$35,059	$39,400	$21,800	$42,851	$36,252	30
409.00 Dir Publications	$30,000	$31,800	$30,364	$38,774	$33,600	142
409.10 Assc Dir Publicatns	$27,500	$24,328	$24,235	$30,250	$25,693	56
409.20 Mgr Printing Srv	$20,000	$23,225	$25,569	$33,760	$26,574	102
410.00 Dir Info Office	$25,500	$32,965	$31,000	$43,933	$33,930	80
411.00 Dir News Bureau	$20,624	$22,050	$29,000	$38,061	$27,900	66
STUDENT SERVICES						
501.00 Chf Student Aff Off	$38,218	$48,025	$57,250	$73,750	$54,195	286
502.00 Dir Admissions	$33,583	$41,675	$48,382	$52,859	$44,940	263
502.10 Assc Dir Admissions	$23,121	$27,510	$30,624	$33,500	$30,000	223
502.20 Admissions Counselor	$17,778	$19,820	$21,200	$21,836	$20,014	246
502.30 Academic Advisor	$23,500	$24,000	$25,000	$22,860	$24,360	65
503.00 Dir.Adm & Registrar	$31,000	$40,000	$49,700	$77,302	$39,000	15
504.00 Registrar	$27,258	$32,160	$39,700	$45,000	$36,300	298
504.00 Assc Registrar	$24,399	$23,520	$27,500	$37,000	$29,680	96
504.20 Asst Registrar	$19,068	$21,141	$23,306	$27,419	$23,300	128
505.00 Dir Adm/Fin Aid	$40,000	$48,580	$59,420	$62,500	$51,568	56
506.00 Dir Student Fin Aid	$25,380	$33,362	$39,800	$45,500	$36,000	293
506.10 Assc Dir Std Fin Aid	$20,330	$22,131	$24,372	$31,000	$25,000	182
507.00 Dir Food Services	$29,800	$38,500	$44,526	$54,700	$42,350	75
507.10 Assc Dir Food Serv	$15,671	$31,949	$30,500	$40,000	$32,650	40
508.00 Dir Student Housing	$21,353	$28,469	$31,650	$39,690	$32,500	168
508.10 Assc Dir Std Housing	$17,161	$19,808	$23,500	$27,820	$24,870	65
508.20 Housing Off/Adm Opr	$20,525	$25,000	$25,825	$32,057	$27,300	35
508.30 Housing Off/Res Life	$17,750	$20,900	$21,463	$28,236	$22,800	94
510.00 Dir Foreign Students	$27,000	$26,647	$28,463	$30,241	$29,073	72
511.00 Dir Student Union	$26,125	$28,000	$32,724	$39,825	$34,439	72
511.10 Assc Dir Std Union	*	$22,500	$26,200	$30,601	$27,570	28
511.20 Std Union Bsn Mgr	$23,780	*	*	$28,300	$27,948	10
512.00 Dir Std Activities	$20,500	$25,000	$27,460	$32,695	$27,480	176
513.00 Dir Std Placement	$26,000	$29,500	$34,285	$39,700	$32,817	239
514.00 Dir Std Counseling	$25,500	$29,975	$36,075	$43,250	$36,075	179
514.10 Assc Dir Std Cnslg	$16,500	$24,638	$27,075	$34,306	$30,050	50
515.00 Dir Std Hlth-Physicn	$29,300	$24,485	$65,120	$83,400	$71,400	58
516.00 Dir Std Hlth-Nurse	$17,000	$22,660	$30,000	$30,800	$27,500	160
517.00 Dir Campus Ministries	$25,000	$29,460	$33,335	$35,354	$33,000	117
518.00 Dir Athletics	$29,368	$39,555	$46,625	$56,800	$46,550	215
519.00 Dir Sports Info	$24,725	$19,950	$22,500	$27,650	$24,150	127
520.00 Dir Athletics/Men	$34,000	$50,257	$58,650	$48,815	$50,257	13
521.00 Dir Athletics/Women	$26,531	$29,244	$28,742	$33,000	$30,515	43
522.00 Dir Campus Rec	$29,070	$23,915	$29,988	$28,988	$28,988	87
523.00 Dir Enrollment Mgmt	$41,480	$47,580	$52,360	$60,451	$49,640	37
524.00 Dir Minority Affairs	$43,950	$28,060	$33,000	$36,724	$35,940	70
525.00 Dir Conferences	$34,154	$29,000	$30,815	$42,400	$33,333	73

*denotes 3 cases or fewer.

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 635 OR LESS	QUARTILE 2 636-1,130	QUARTILE 3 1,131-2,061	QUARTILE 4 2,062 OR MORE	MED ENROLLMENT 1,130	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / System	$49,000	$57,065	$78,750	$122,780	$76,539	29
101.10 Asst to Ceo/System	$105,000	$15,024	$133,056	$39,780	$66,398	6
102.00 Ceo / Single Inst	$61,605	$72,000	$85,600	$106,750	$80,000	255
102.10 Asst to Ceo/Single	$34,000	$26,000	$32,450	$43,550	$32,950	102
103.00 Exec Vice Pres	$45,000	$46,906	$57,245	$75,000	$59,025	54
ACADEMIC						
201.00 Chief Acad Off	$42,500	$50,600	$60,293	$74,012	$55,063	271
202.00 Chf Hlth Prof Off	$134,005	$19,560	$42,800	$162,500	$72,820	10
203.00 Dir Library Serv	$28,616	$31,652	$36,874	$46,450	$34,001	263
203.10 Circulatn Librarian	$18,360	$19,750	$19,825	$25,200	$21,000	117
203.20 Acquistns Librarian	$22,500	$21,828	$22,815	$27,088	$23,775	106
203.30 Tech Serv Librarian	$21,000	$22,041	$24,000	$28,000	$24,160	147
203.40 Public Serv Librarian	$24,000	$20,000	$25,684	$28,800	$25,700	80
203.50 Reference Librarian	$21,317	$23,250	$24,504	$25,358	$23,941	145
204.00 Dir Instit Research	$29,281	$30,899	$41,340	$36,500	$35,451	81
204.10 Assc Dir Inst Res	*	*	*	$33,130	$33,130	7
205.00 Dir Educ Media Serv	$22,749	$22,750	$22,628	$30,800	$25,097	100
206.00 Dir Learning Res Ctr	$21,000	$22,998	$30,059	$29,200	$25,323	72
207.00 Dir Internatl Std Ed	$33,277	$34,288	$38,000	$38,941	$38,000	41
208.00 Dir Comp Ctr,Opr/Acad	$35,600	$26,971	$34,000	$41,853	$36,961	81
208.10 Assc Dir CC Opr/Acad	$31,750	$21,093	$25,149	$31,301	$27,050	29
209.00 Admn,Grants-Contract	$27,618	$21,382	$28,000	$49,500	$28,517	51
212.00 Dean,Arts & Letters	$31,300	$28,190	$50,645	$73,000	$48,600	10
213.00 Dean,Arts & Sciences	$67,550	$36,840	$44,800	$64,000	$57,150	49
214.00 Dean,Business	$37,722	$32,852	$37,515	$74,100	$52,550	81
215.00 Dean,Communications	$36,750	$31,512	$40,540	$48,495	$36,750	18
216.00 Dean,Continuing Ed	$30,281	$33,600	$43,700	$49,918	$39,190	74
217.00 Dean,Dentistry	*	*	*	$109,520	$109,520	5
218.00 Dean,Education	$33,336	$32,566	$38,348	$53,760	$40,750	60
219.00 Dean,Engineering	$61,958	*	*	$75,900	$75,900	13
221.00 Dean,Extension	$42,000	$29,500	*	$64,610	$55,000	5
222.00 Dean,Fine Arts	*	$31,343	$39,055	$42,994	$38,109	23
223.00 Dean,Graduate Program	$40,530	$42,569	$41,000	$52,356	$46,875	62
224.00 Dean,Hlth-Rltd Prof	$49,140	$37,094	$39,800	$48,000	$43,900	8
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$34,800	$32,830	$31,050	$45,000	$37,799	36
228.00 Dean,Law	$11,000	*	*	$111,000	$106,750	20
229.00 Dean Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$33,400	$30,471	$38,265	$49,388	$34,917	19
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	$33,000	$29,000	$30,297	$50,000	$39,280	29
233.00 Dean,Nursing	$31,101	$39,750	$43,438	$52,296	$45,289	45
234.00 Dean,Occ Std/Voc Ed	$32,000	*	$43,251	$50,095	$45,400	5
235.00 Dean,Pharmacy	*	*	*	$76,020	$76,020	4
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$30,298	$32,580	$36,098	$49,200	$35,095	35
238.00 Dean,Social Sciences	$33,836	$30,948	$33,050	$48,200	$33,765	34
239.00 Dean,Social Work	$27,000	$43,845	$33,000	$50,880	$38,423	8
240.00 Dean,Special Programs	$33,379	$28,200	$40,612	$42,579	$34,820	19
241.00 Dean,Undergrad Prog	$28,000	$42,071	$48,547	$47,500	$45,628	15
ADMINISTRATIVE						
301.00 Chief Business Off	$37,585	$47,749	$57,245	$72,350	$52,200	239
301.01 Chief Admin Off	$35,178	$35,000	$50,625	$77,500	$53,100	33
301.02 Chief Financial Off	$45,000	$38,803	$55,250	$56,480	$45,000	62
301.10 Dir Health & Safety	$43,580	$23,000	*	$31,630	$31,460	12
301.20 Dir Telecommunic	$20,701	$18,190	$25,900	$35,850	$30,263	31
302.00 Chief Planning Off	$35,500	$32,680	$52,500	$57,780	$50,120	21
303.00 Chief Budgeting Off	$36,312	$32,061	$44,283	$49,500	$44,442	38
303.10 Assc Budget Dir	$31,000	$32,800	$23,500	$39,100	$33,291	18
304.00 Chief Plan-Budgt Off	*	$37,500	$46,463	$53,000	$46,463	7
305.00 General Counsel	$61,800	*	$65,420	$62,004	$61,902	18
305.10 Staff Attorneys	$40,000	*	$30,000	$45,726	$42,500	8
306.00 Chf Personnel/HR Off	$40,000	$26,500	$33,338	$42,500	$36,250	106
306.10 Assc Dir Pers/HR	$22,900	$19,372	$28,445	$31,781	$30,120	33
306.20 Manager Benefits	$26,350	$20,014	$20,704	$26,796	$26,000	30
306.30 Manager Training-Dev	$28,000	*	$26,225	$35,000	$28,000	6
306.40 Manager Empl Relatns	*	$19,560	$26,500	$30,603	$28,250	6
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$27,701	$23,284	$21,308	$27,000	$26,900	18
306.70 Mgr Wage-Sal/Mgr,Comp	$26,656	$19,090	$21,308	$31,200	$26,178	12
306.80 Mgr Personnel Inf Sys	$24,250	$22,000	*	$24,750	$24,610	7
307.00 Dir AA/EEO	*	*	$17,000	$44,327	$43,500	9
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$24,592	$26,613	$36,250	$35,000	$32,277	37
309.00 Dir Computer Center	$27,500	$32,200	$37,905	$51,561	$37,000	123
309.10 Assc Dir Computer Ctr	$29,162	$21,900	$30,160	$35,475	$30,000	39
309.20 Data Base Admin	$40,000	$20,113	$28,500	$37,800	$31,500	29
309.30 Sys Analyst I-Hi	$28,000	$27,000	$26,420	$39,440	$30,500	58
309.40 Sys Analyst II-Lo	$23,160	$17,597	$22,200	$30,160	$26,600	44
309.50 Prog Analyst I-Hi	$27,883	$21,188	$23,908	$29,150	$27,718	84
309.60 Prog Analyst II-Lo	$21,653	$18,174	$20,055	$23,149	$22,500	67
310.00 Dir Comp Ctn Op/Ad	$28,529	$24,650	$33,625	$43,500	$35,680	75
310.10 Assc Dir Cmp Cnt	$21,490	$22,750	$27,250	$38,750	$28,700	34
311.00 Dir Inform Systems	$30,657	$21,150	$42,529	$49,160	$47,050	28

*denotes 3 cases or fewer.

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 635 OR LESS	QUARTILE 2 636-1,130	QUARTILE 3 1,131-2,061	QUARTILE 4 2,062 OR MORE	MED ENROLLMENT 1,130	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases*
312.00 Chf Phys Plnt/Fac	$28,000	$31,631	$36,625	$48,096	$35,586	218
312.10 Assc Dir Phys Plnt	$21,719	$24,957	$28,000	$37,683	$28,722	90
312.20 Mgr Landscape/Grds	$18,500	$20,498	$24,116	$29,500	$24,128	87
312.30 Mgr Bldg Mnt Trades	$20,000	$21,500	$26,892	$33,600	$27,821	73
312.40 Mgr Tech Trades	$26,770	$21,246	$29,435	$28,605	$27,580	29
312.50 Mgr Custodial Srv	$22,382	$19,566	$23,200	$29,000	$23,410	91
312.60 Mgr Power Plant	$30,753	$25,584	$30,500	$34,249	$32,400	28
313.00 Comptroller	$30,200	$31,270	$36,850	$47,844	$36,800	159
313.10 Manager Payroll	$18,340	$17,600	$21,000	$24,610	$21,154	88
314.00 Dir Accounting	$22,798	$22,700	$26,230	$37,000	$28,200	87
314.10 Staff Accountant-Hi	$19,100	$20,500	$24,500	$27,500	$24,193	92
314.20 Staff Accountant-Lo	$20,500	$16,000	$19,626	$21,621	$20,951	58
315.00 Bursar	$19,000	$18,000	$26,278	$38,000	$26,278	52
315.10 Assc Bursar	$32,000	$21,000	*	$26,863	$26,863	14
316.00 Dir Purchasing	$26,055	$25,483	$28,700	$32,000	$30,000	92
316.10 Assc Dir Purchasing	$23,000	$15,641	$20,500	$26,888	$23,200	23
317.00 Dir Bookstore	$16,605	$17,688	$22,500	$30,476	$21,210	171
317.10 Assc Dir Bookstore	$14,555	$12,295	$17,802	$24,839	$15,906	34
318.00 Dir Internal Audit	$68,424	*	$37,350	$44,070	$43,685	20
319.00 Dir Aux Services	$26,977	$27,000	$34,725	$42,525	$37,702	46
319.10 Mgr Mail Services	$15,950	$13,925	$15,933	$18,908	$15,985	100
320.00 Dir Campus Security	$18,980	$20,000	$26,000	$29,000	$25,184	147
321.00 Dir Risk Mgt/Ins	$65,442	$19,560	$29,000	$32,800	$32,400	14
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$38,250	$45,720	$53,880	$64,480	$50,000	228
401.10 Dir Annual Giving	$26,656	$27,560	$29,776	$32,700	$29,864	138
401.20 Dir Corp/Fndtn Rel	$27,250	$30,000	$32,786	$41,400	$34,000	72
401.30 Coord Res Dev	$25,000	$22,400	$24,000	$28,100	$24,053	53
401.40 Dir Estate Pln	$34,000	$28,896	$34,650	$45,900	$37,949	62
402.00 Chf Pubic Rel Off	$21,000	$29,120	$33,334	$41,500	$31,740	151
402.10 Dir Gov/Leg Rel	*	*	$26,000	$63,976	$52,877	7
403.00 Chf Dev/Pub Rel Off	$37,823	$44,000	$52,000	$74,572	$56,970	53
404.00 Dir Alumni Affairs	$23,195	$25,507	$29,500	$34,893	$28,159	207
405.00 Dir Dev/Alumni Aff	$27,914	$24,150	$40,766	$55,377	$35,725	18
406.00 Dir Spec/Defer Gifts	$32,000	$31,421	$36,500	$43,600	$35,429	64
407.00 Dir Church Relations	$27,211	$31,825	$31,438	$43,275	$33,456	66
408.00 Dir Community Serv	$28,764	$26,250	$27,250	$25,700	$26,625	20
409.00 Dir Publications	$22,752	$23,778	$25,666	$32,200	$28,146	93
409.10 Assc Dir Publicatns	$25,200	$17,450	$21,400	$22,935	$22,680	37
409.20 Mgr Printing Srv	$15,195	$16,427	$20,300	$29,000	$23,158	72
410.00 Dir Info Office	$23,750	$25,000	$26,100	$35,560	$25,975	74
411.00 Dir News Bureau	$25,610	$18,850	$20,000	$27,325	$24,400	49
STUDENT SERVICES						
501.00 Chf Student Aff Off	$33,523	$38,240	$44,000	$55,000	$42,000	260
502.00 Dir Admissions	$30,000	$33,288	$35,632	$43,115	$35,100	214
502.10 Assc Dir Admissions	$23,409	$21,866	$25,000	$29,600	$24,500	163
502.20 Admissions Counselor	$17,254	$17,632	$18,200	$20,020	$18,300	191
502.30 Academic Advisor	$19,818	$20,056	$22,235	$24,475	$22,235	53
503.00 Dir.Adm & Registrar	$22,000	$33,435	*	$37,919	$30,930	9
504.00 Registrar	$24,000	$27,875	$33,105	$38,001	$30,500	259
504.00 Assc Registrar	$20,000	$22,535	$24,377	$28,940	$24,698	53
504.20 Asst Registrar	$18,015	$18,000	$20,000	$24,125	$20,276	104
505.00 Dir Adm/Fin Aid	$28,268	$38,870	$49,038	$54,772	$43,700	43
506.00 Dir Student Fin Aid	$22,804	$26,000	$31,143	$37,198	$29,000	240
506.10 Assc Dir Std Fin Aid	$21,448	$18,969	$21,330	$26,355	$22,000	131
507.00 Dir Food Services	$24,577	$27,000	$33,300	$44,200	$32,000	76
507.10 Assc Dir Food Serv	$23,550	$19,000	$24,526	$30,000	$24,900	40
508.00 Dir Student Housing	$22,816	$22,491	$24,500	$32,000	$25,500	146
508.10 Assc Dir Std Housing	$19,500	$14,000	$20,350	$26,350	$20,350	41
508.20 Housing Off/Adm Opr	$17,000	$10,000	$19,000	$25,393	$19,000	21
508.30 Housing Off/Res Life	$19,805	$18,000	$24,374	$23,575	$21,500	73
510.00 Dir Foreign Students	$26,208	$16,425	$27,000	$28,655	$27,000	50
511.00 Dir Student Union	$33,313	$23,320	$25,736	$32,900	$28,649	53
511.10 Assc Dir Std Union	*	$22,550	$19,524	$25,002	$23,765	13
511.20 Std Union Bsn Mgr	*	*	*	*	*	3
512.00 Dir Std Activities	$17,455	$20,027	$24,438	$26,850	$23,500	147
513.00 Dir Std Placement	$20,791	$23,292	$27,003	$34,476	$26,831	166
514.00 Dir Std Counseling	$26,649	$24,967	$28,555	$39,233	$30,000	155
514.10 Assc Dir Std Cnslg	$29,000	$22,243	$24,995	$32,906	$26,875	34
515.00 Dir Std Hlth-Physicn	$20,750	$21,170	$26,763	$68,248	$32,941	34
516.00 Dir Std Hlth-Nurse	$19,526	$19,760	$23,000	$26,095	$21,668	160
517.00 Dir Campus Ministries	$25,323	$26,000	$27,057	$35,600	$28,125	174
518.00 Dir Athletics	$29,245	$32,960	$37,600	$50,000	$36,628	196
519.00 Dir Sports Info	$15,650	$16,750	$20,500	$24,775	$21,455	98
520.00 Dir Athletics/Men	$19,500	$31,000	$44,300	$43,260	$38,855	18
521.00 Dir Athletics/Women	$21,625	$27,163	$32,550	$39,000	$30,060	36
522.00 Dir Campus Rec	$28,000	$15,247	$21,859	$28,608	$26,300	65
523.00 Dir Enrollment Mgmt	$42,000	$36,465	$52,000	$57,000	$47,020	48
524.00 Dir Minority Affairs	*	$18,452	$29,562	$29,298	$28,869	50
525.00 Dir Conferences	$23,000	$19,000	$20,520	$28,808	$26,344	40

*denotes 3 cases or fewer.

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$124,750	$110,000	$121,325	$132,500	$159,999	36
101.10 Asst to Ceo/System	$65,000	$48,000	$60,606	$69,123	$73,753	20
102.00 Ceo / Single Inst	$126,027	$105,000	$115,000	$130,000	$152,200	109
102.10 Asst to Ceo/Single	$61,051	$46,226	$55,000	$69,555	$78,400	80
103.00 Exec Vice Pres	$113,829	$92,000	$101,382	$125,000	$145,000	37
ACADEMIC						
201.00 Chief Acad Off	$101,000	$85,750	$95,557	$110,200	$127,000	142
202.00 Chf Hlth Prof Off	$133,064	$94,000	$120,000	$146,520	$212,100	48
203.00 Dir Library Serv	$74,702	$63,000	$72,000	$79,600	$86,675	136
203.10 Circulatn Librarian	$32,295	$26,710	$31,047	$34,240	$38,043	99
203.20 Acquistns Librarian	$37,941	$31,512	$36,141	$40,668	$44,294	108
203.30 Tech Serv Librarian	$48,000	$35,412	$42,977	$49,853	$56,064	94
203.40 Public Serv Librarian	$47,924	$38,000	$45,000	$50,800	$56,500	72
203.50 Reference Librarian	$38,791	$30,400	$35,250	$39,900	$45,065	110
204.00 Dir Instit Research	$57,197	$45,528	$55,000	$60,000	$65,000	99
204.10 Assc Dir Inst Res	$41,887	$36,575	$39,000	$43,586	$50,250	43
205.00 Dir Educ Media Serv	$47,500	$39,756	$46,500	$51,000	$59,112	73
206.00 Dir Learning Res Ctr	$47,800	$33,874	$43,712	$49,863	$61,971	47
207.00 Dir Internatl Std Ed	$54,000	$42,199	$49,000	$59,364	$74,039	51
208.00 Dir Comp Ctr,Opr/Acad	$65,430	$50,598	$59,233	$72,276	$79,280	83
208.10 Assc Dir CC Opr/Acad	$52,872	$44,241	$49,930	$58,100	$65,613	50
209.00 Admn,Grants-Contract	$59,520	$47,280	$54,540	$63,300	$75,714	116
210.00 Dean,Architecture	$85,000	$76,041	$80,500	$88,000	$97,240	45
211.00 Dean,Agriculture	$93,600	$79,206	$89,448	$98,000	$108,896	43
212.00 Dean,Arts & Letters	$93,481	$78,288	$86,400	$97,000	$100,000	14
213.00 Dean,Arts & Sciences	$89,250	$77,822	$85,300	$92,585	$102,350	101
214.00 Dean,Business	$99,000	$82,264	$93,350	$103,648	$121,000	122
215.00 Dean,Communications	$84,500	$69,727	$76,000	$88,200	$98,000	29
216.00 Dean,Continuing Ed	$72,060	$57,486	$67,750	$74,157	$83,000	81
217.00 Dean,Dentistry	$117,000	$109,807	$111,500	$123,000	$136,000	27
218.00 Dean,Education	$81,550	$70,000	$78,423	$84,729	$92,600	108
219.00 Dean,Engineering	$100,900	$90,000	$96,226	$108,300	$119,600	98
221.00 Dean,Extension	$85,444	$73,210	$83,240	$88,025	$95,600	20
222.00 Dean,Fine Arts	$78,590	$69,504	$77,293	$83,100	$93,500	37
223.00 Dean,Graduate Program	$82,000	$71,000	$79,000	$84,884	$95,365	114
224.00 Dean,Hlth-Rltd Prof	$80,589	$74,000	$80,000	$80,589	$91,495	29
225.00 Dean,Home Economics	$77,568	$70,000	$76,650	$86,000	$96,100	28
226.00 Dean,Humanities	$89,263	$75,852	$84,307	$96,480	$101,325	18
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$114,250	$92,400	$107,628	$123,000	$135,000	74
229.00 Dean Lib & Inf Sci	$80,000	$65,316	$72,243	$84,000	$90,000	29
230.00 Dean,Mathematics	$83,164	$58,900	$65,000	$88,797	$108,230	9
231.00 Dean,Medicine	$163,425	$120,000	$137,800	$175,500	$212,000	48
232.00 Dean,Music	$79,237	$65,200	$72,728	$83,452	$100,000	24
233.00 Dean,Nursing	$82,545	$75,000	$79,857	$85,000	$99,000	60
234.00 Dean,Occ Std/Voc Ed	$75,252	$69,862	$70,725	$76,452	$85,080	9
235.00 Dean,Pharmacy	$93,670	$79,488	$85,850	$100,000	$106,000	34
236.00 Dean,Public Health	$125,600	$84,000	$124,794	$128,100	$136,000	13
237.00 Dean,Sciences	$97,334	$78,672	$93,000	$104,640	$110,997	32
238.00 Dean,Social Sciences	$91,547	$79,050	$91,000	$98,984	$104,040	22
239.00 Dean,Social Work	$85,593	$70,895	$83,000	$88,275	$94,500	38
240.00 Dean,Special Programs	$70,534	$48,000	$64,213	$70,700	$89,532	9
241.00 Dean,Undergrad Prog	$78,223	$59,040	$72,000	$80,300	$85,000	23
242.00 Dean,Veterinary Sci	$97,524	$81,800	$93,806	$103,720	$120,450	20
ADMINISTRATIVE						
301.00 Chief Business Off	$93,228	$81,000	$90,000	$96,000	$113,000	115
301.01 Chief Admin Off	$87,937	$72,685	$82,891	$93,228	$105,000	32
301.02 Chief Financial Off	$79,100	$60,100	$70,000	$84,426	$100,680	54
301.10 Dir Health & Safety	$52,605	$38,664	$48,732	$56,251	$65,872	85
301.20 Dir Telecommunic	$50,500	$39,049	$47,080	$53,250	$65,500	97
302.00 Chief Planning Off	$72,900	$57,700	$67,773	$84,076	$95,075	37
303.00 Chief Budgeting Off	$59,860	$50,000	$56,750	$63,699	$74,600	103
303.10 Assc Budget Dir	$47,367	$38,378	$43,050	$50,000	$58,722	66
304.00 Chief Plan-Budgt Off	$73,173	$59,520	$69,570	$81,000	$100,000	35
305.00 General Counsel	$77,843	$64,000	$74,290	$84,800	$90,500	86
305.10 Staff Attorneys	$49,180	$41,446	$45,200	$53,138	$63,556	65
306.00 Chf Personnel/HR Off	$64,440	$51,304	$59,115	$67,200	$78,523	136
306.10 Assc Dir Pers/HR	$45,400	$37,000	$42,036	$48,763	$56,180	80
306.20 Manager Benefits	$39,000	$30,100	$36,258	$41,000	$47,449	105
306.30 Manager Training-Dev	$38,000	$31,200	$35,500	$40,000	$46,729	66
306.40 Manager Empl Relatns	$37,892	$31,930	$36,180	$40,000	$47,337	42
306.50 Manager Labor Rel	$48,623	$41,400	$46,400	$52,056	$61,897	35
306.60 Manager Employment	$36,365	$28,505	$32,600	$40,000	$45,891	98
306.70 Mgr Wage-Sal/Mgr,Comp	$35,559	$30,000	$34,243	$38,252	$46,000	84
306.80 Mgr Personnel Inf Sys	$39,475	$28,065	$35,000	$42,000	$47,364	47
307.00 Dir AA/EEO	$51,360	$41,367	$50,300	$55,590	$64,253	104
307.10 Assc Dir AA/EEO	$34,500	$29,145	$33,528	$38,000	$44,670	37
308.00 Dir Pers-AA	$46,300	$39,754	$45,404	$72,200	$98,350	5
309.00 Dir Computer Center	$73,600	$62,500	$70,700	$77,000	$88,978	105
309.10 Assc Dir Computer Ctr	$60,724	$49,815	$56,070	$64,460	$71,350	44
309.20 Data Base Admin	$45,900	$40,000	$43,230	$48,000	$51,000	67
309.30 Sys Analyst I-Hi	$39,768	$36,430	$38,744	$41,743	$43,644	117
309.40 Sys Analyst II-Lo	$31,443	$28,154	$30,172	$32,556	$35,520	106
309.50 Prog Analyst I-Hi	$31,328	$27,014	$29,960	$31,328	$38,889	198
309.60 Prog Analyst II-Lo	$24,988	$22,000	$24,638	$25,488	$28,685	179
310.00 Dir Comp Ctn Op/Ad	$61,000	$53,430	$59,000	$64,625	$77,000	70
310.10 Assc Dir Cmp Cnt	$53,475	$47,371	$52,388	$57,564	$65,613	40
311.00 Dir Inform Systems	$57,393	$51,700	$55,260	$63,200	$78,275	54

*denotes 3 cases or fewer.

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.00 Chf Phys Plnt/Fac	$68,000	$56,391	$63,400	$71,880	$80,388	140
312.10 Assc Dir Phys Plnt	$52,589	$43,378	$49,400	$54,250	$62,494	91
312.20 Mgr Landscape/Grds	$35,449	$30,000	$33,888	$37,650	$43,658	113
312.30 Mgr Bldg Mnt Trades	$39,865	$33,419	$37,313	$43,161	$48,108	103
312.40 Mgr Tech Trades	$41,031	$34,273	$38,736	$43,138	$50,589	63
312.50 Mgr Custodial Srv	$35,023	$30,000	$33,407	$36,888	$43,368	108
312.60 Mgr Power Plant	$42,723	$34,440	$40,000	$44,106	$49,687	84
313.00 Comptroller	$67,200	$55,440	$63,630	$72,000	$80,000	119
313.10 Manager Payroll	$37,602	$30,500	$35,000	$42,000	$47,250	130
314.00 Dir Accounting	$47,880	$40,980	$45,500	$50,250	$57,750	105
314.10 Staff Accountant-Hi	$29,897	$24,960	$29,814	$30,897	$35,048	138
314.20 Staff Accountant-Lo	$24,351	$20,952	$23,000	$24,648	$26,000	151
315.00 Bursar	$43,330	$36,480	$41,410	$47,357	$53,850	88
315.10 Assc Bursar	$35,075	$29,316	$31,185	$37,683	$41,000	36
316.00 Dir Purchasing	$49,705	$41,250	$47,943	$53,142	$59,500	136
316.10 Assc Dir Purchasing	$38,918	$33,420	$38,000	$42,000	$48,744	74
317.00 Dir Bookstore	$44,450	$37,975	$42,748	$46,368	$51,900	94
317.10 Assc Dir Bookstore	$30,330	$25,268	$27,564	$31,910	$37,217	46
318.00 Dir Internal Audit	$54,314	$44,283	$48,550	$57,516	$64,708	114
319.00 Dir Aux Services	$59,887	$49,258	$56,100	$63,120	$71,800	76
319.10 Mgr Mail Services	$28,000	$22,752	$26,353	$29,280	$33,407	103
320.00 Dir Campus Security	$48,520	$40,600	$46,000	$51,790	$60,500	138
321.00 Dir Risk Mgt/Ins	$49,404	$39,818	$47,375	$52,000	$62,100	71
322.00 Admin Hosp Med Ctr	$125,080	$72,600	$117,978	$132,465	$150,000	29
322.10 Dir Med Ctr Pub Rel	$51,805	$39,981	$49,389	$54,921	$66,800	28
322.10 Dir Med Ctr Pers	$55,541	$46,304	$50,280	$66,664	$72,688	23
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$82,796	$66,420	$78,000	$86,000	$99,000	101
401.10 Dir Annual Giving	$43,659	$35,000	$39,690	$47,620	$56,712	83
401.20 Dir Corp/Fndtn Rel	$49,376	$40,338	$46,371	$51,160	$62,085	79
401.30 Coord Res Dev.	$33,950	$26,232	$30,700	$37,000	$43,391	49
401.40 Dir Estate Pln	$51,438	$42,380	$48,730	$56,700	$60,450	47
402.00 Chf Pubic Rel Off	$68,000	$54,251	$63,000	$75,926	$90,000	89
402.10 Dir Gov/Leg Rel	$69,863	$50,160	$62,150	$74,650	$83,450	65
403.00 Chf Dev/Pub Rel Off	$90,000	$75,600	$87,414	$100,000	$109,000	40
404.00 Dir Alumni Affairs	$53,322	$40,000	$49,400	$57,000	$65,240	113
405.00 Dir Dev/Alumni Aff	$62,748	$39,720	$55,614	$66,050	$77,483	20
406.00 Dir Spec/Defer Gifts	$53,561	$43,100	$49,150	$56,074	$63,600	43
407.00 Dir Church Relations	$51,413	$31,500	$48,825	$54,000	$56,650	4
408.00 Dir Community Serv	$52,041	$37,143	$46,700	$59,500	$71,874	22
409.00 Dir Publications	$42,670	$35,307	$41,300	$45,150	$52,164	100
409.10 Assc Dir Publicatns	$33,660	$28,600	$30,557	$34,000	$40,680	27
409.20 Mgr Printing Srv	$37,900	$32,100	$36,639	$39,935	$48,500	100
410.00 Dir Info Office	$50,340	$45,000	$47,841	$56,000	$62,381	65
411.00 Dir News Bureau	$39,377	$32,224	$38,118	$41,690	$48,800	62
STUDENT SERVICES						
501.00 Chf Student Aff Off	$79,900	$68,275	$75,820	$82,756	$91,756	134
502.00 Dir Admissions	$57,264	$47,209	$54,413	$61,025	$66,150	124
502.10 Assc Dir Admissions	$36,645	$31,708	$34,897	$38,015	$43,380	120
502.20 Admissions Counselor	$23,000	$19,500	$21,646	$24,946	$28,000	97
502.30 Academic Advisor	$23,463	$21,666	$21,858	$24,278	$26,600	96
503.00 Dir.Adm & Registrar	$63,731	$55,946	$62,640	$64,407	$78,318	26
504.00 Registrar	$54,100	$44,900	$51,000	$56,000	$64,020	129
504.00 Assc Registrar	$38,289	$32,057	$36,667	$41,431	$44,974	91
504.20 Asst Registrar	$30,600	$26,275	$29,500	$32,238	$36,250	92
505.00 Dir Adm/Fin Aid	$72,554	$54,795	$65,804	$75,250	$78,056	11
506.00 Dir Student Fin Aid	$51,108	$43,560	$49,069	$53,300	$58,000	141
506.10 Assc Dir Std Fin Aid	$35,658	$30,234	$34,209	$36,713	$40,979	115
507.00 Dir Food Services	$51,198	$39,729	$48,298	$54,652	$63,875	72
507.10 Assc Dir Food Serv	$41,700	$32,838	$40,000	$45,158	$52,887	45
508.00 Dir Student Housing	$49,608	$40,494	$46,944	$53,000	$62,250	117
508.10 Assc Dir Std Housing	$34,715	$28,968	$32,702	$40,940	$47,739	65
508.20 Housing Off/Adm Opr	$36,975	$28,533	$34,486	$38,061	$44,773	60
508.30 Housing Off/Res Life	$34,287	$24,426	$31,327	$37,250	$44,674	70
510.00 Dir Foreign Students	$38,806	$31,050	$37,000	$41,670	$48,400	83
511.00 Dir Student Union	$47,000	$39,950	$44,740	$49,416	$56,135	100
511.10 Assc Dir Std Union	$35,803	$31,120	$34,300	$39,000	$44,304	48
511.20 Std Union Bsn Mgr	$32,441	$26,745	$30,500	$35,000	$38,752	45
512.00 Dir Std Activities	$41,000	$31,985	$37,785	$44,000	$50,578	96
513.00 Dir Std Placement	$45,949	$39,200	$43,850	$48,863	$53,550	134
514.00 Dir Std Counseling	$53,083	$44,000	$49,903	$55,314	$61,700	123
514.10 Assc Dir Std Cnslg	$40,888	$35,000	$38,950	$43,912	$50,179	61
515.00 Dir Std Hlth-Physicn	$79,520	$68,966	$76,668	$83,715	$93,924	101
516.00 Dir Std Hlth-Nurse	$36,756	$31,421	$35,745	$37,500	$41,154	58
517.00 Dir Campus Ministries	$43,072	$35,600	$38,000	$48,500	$56,000	28
518.00 Dir Athletics	$77,190	$58,600	$70,000	$82,000	$94,500	135
519.00 Dir Sports Info	$33,243	$25,950	$30,972	$35,680	$41,551	122
520.00 Dir Athletics/Men	$60,000	$45,150	$54,600	$66,938	$84,263	23
521.00 Dir Athletics/Women	$48,000	$33,500	$42,457	$48,732	$54,772	40
522.00 Dir Campus Rec	$40,949	$31,230	$38,196	$44,472	$49,196	106
523.00 Dir Enrollment Mgmt	$65,261	$48,735	$62,654	$67,410	$71,001	18
524.00 Dir Minority Affairs	$40,000	$31,408	$37,698	$45,000	$54,540	49
525.00 Dir Conferences	$44,465	$36,400	$42,525	$47,600	$54,000	65

*denotes 3 cases or fewer.

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$106,000	$80,000	$100,000	$114,400	$132,200	23
101.10 Asst to Ceo/System	$57,553	$52,746	$54,000	$57,928	$71,000	7
102.00 Ceo / Single Inst	$97,268	$84,696	$92,004	$100,500	$115,500	265
102.10 Asst to Ceo/Single	$48,628	$35,088	$45,566	$53,383	$60,839	161
103.00 Exec Vice Pres	$76,343	$62,735	$73,470	$83,352	$92,313	55
ACADEMIC						
201.00 Chief Acad Off	$79,144	$69,000	$76,560	$82,500	$91,799	274
202.00 Chf Hlth Prof Off	$70,685	$53,787	$68,640	$75,000	$125,412	14
203.00 Dir Library Serv	$53,168	$43,310	$50,975	$55,475	$63,135	266
203.10 Circulatn Librarian	$28,045	$21,852	$26,292	$30,584	$33,850	167
203.20 Acquistns Librarian	$30,785	$24,838	$29,000	$33,524	$38,980	177
203.30 Tech Serv Librarian	$33,860	$25,600	$32,214	$36,538	$43,160	193
203.40 Public Serv Librarian	$34,215	$26,500	$32,312	$36,000	$42,869	130
203.50 Reference Librarian	$29,784	$23,750	$28,116	$31,680	$35,624	220
204.00 Dir Instit Research	$47,041	$37,000	$43,990	$50,000	$58,063	160
204.10 Assc Dir Inst Res	$35,642	$28,100	$32,600	$37,175	$42,500	45
205.00 Dir Educ Media Serv	$37,545	$27,158	$33,885	$41,745	$49,813	144
206.00 Dir Learning Res Ctr	$39,000	$29,012	$36,024	$42,851	$51,743	97
207.00 Dir Internatl Std Ed	$45,794	$33,314	$40,129	$48,944	$59,350	80
208.00 Dir Comp Ctr,Opr/Acad	$47,019	$37,180	$43,000	$50,000	$56,550	122
208.10 Assc Dir CC Opr/Acad	$39,423	$28,100	$38,600	$41,600	$48,492	44
209.00 Admn,Grants-Contrnct	$43,500	$33,079	$40,000	$48,533	$57,007	156
210.00 Dean,Architecture	$79,476	$75,300	$77,738	$82,138	$86,949	5
211.00 Dean,Agriculture	$65,912	$60,272	$63,808	$68,000	$73,140	13
212.00 Dean,Arts & Letters	$67,193	$54,243	$64,600	$71,022	$79,394	40
213.00 Dean,Arts & Sciences	$68,000	$58,300	$65,000	$70,300	$77,141	159
214.00 Dean,Business	$73,700	$63,024	$69,667	$76,296	$85,000	214
215.00 Dean,Communications	$60,228	$37,044	$59,407	$62,710	$73,900	18
216.00 Dean,Continuing Ed	$56,696	$46,000	$53,650	$60,000	$66,091	135
217.00 Dean,Dentistry	$109,760	$88,680	$109,520	$110,000	$118,573	4
218.00 Dean,Education	$64,500	$56,050	$62,531	$67,743	$73,077	176
219.00 Dean,Engineering	$79,900	$68,750	$76,585	$81,500	$91,024	73
221.00 Dean,Extension	$59,950	$47,088	$55,000	$61,004	$78,084	21
222.00 Dean,Fine Arts	$66,103	$55,650	$62,300	$68,124	$73,788	52
223.00 Dean,Graduate Program	$63,224	$51,697	$59,000	$65,520	$72,570	158
224.00 Dean,Hlth-Rltd Prof	$67,389	$62,001	$65,956	$68,862	$77,868	55
225.00 Dean,Home Economics	$56,671	$33,960	$55,462	$57,880	$64,204	8
226.00 Dean,Humanities	$63,975	$51,575	$60,225	$67,593	$73,464	41
227.00 Dean,Instruction	*	*	*	*	*	3
228.00 Dean,Law	$109,200	$88,000	$100,000	$112,500	$125,000	37
229.00 Dean Lib & Inf Sci	$58,219	$55,000	$57,000	$60,952	$64,873	18
230.00 Dean,Mathematics	$55,391	$43,735	$53,613	$59,840	$64,846	20
231.00 Dean,Medicine	$131,250	$103,624	$113,612	$151,410	$153,264	7
232.00 Dean,Music	$60,000	$50,000	$55,452	$61,700	$75,000	22
233.00 Dean,Nursing	$61,190	$50,000	$56,900	$65,203	$73,117	83
234.00 Dean,Occ Std/Voc Ed	$68,102	$58,480	$66,000	$68,580	$71,300	33
235.00 Dean,Pharmacy	$74,900	$67,360	$74,450	$77,139	$78,541	11
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	$67,600	$55,116	$64,407	$70,076	$82,159	63
238.00 Dean,Social Sciences	$69,209	$53,108	$62,956	$70,509	$76,211	30
239.00 Dean,Social Work	$66,954	$55,000	$62,418	$68,607	$73,294	16
240.00 Dean,Special Programs	$52,200	$40,760	$44,398	$52,800	$67,228	16
241.00 Dean,Undergrad Prog	$59,002	$47,900	$54,964	$65,000	$70,950	37
ADMINISTRATIVE						
301.00 Chief Business Off	$74,301	$61,478	$70,379	$79,000	$87,250	238
301.01 Chief Admin Off	$70,961	$54,998	$68,040	$73,010	$84,958	52
301.02 Chief Financial Off	$60,462	$49,948	$58,566	$64,750	$77,732	87
301.10 Dir Health & Safety	$36,636	$31,800	$35,950	$37,485	$45,000	64
301.20 Dir Telecommunic	$37,046	$32,000	$36,132	$39,690	$48,600	101
302.00 Chief Planning Off	$55,924	$46,100	$53,688	$61,337	$70,612	49
303.00 Chief Budgeting Off	$47,544	$40,535	$45,366	$51,000	$56,796	133
303.10 Assc Budget Dir	$37,853	$28,952	$34,816	$39,840	$43,767	57
304.00 Chief Plan-Budgt Off	$62,415	$47,461	$52,100	$66,250	$73,700	27
305.00 General Counsel	$57,358	$44,429	$52,578	$60,650	$68,706	50
305.10 Staff Attorneys	$45,000	$32,000	$42,276	$45,000	$61,684	13
306.00 Chf Personnel/HR Off	$48,438	$37,500	$46,116	$50,960	$59,550	205
306.10 Assc Dir Pers/HR	$36,317	$29,897	$34,872	$38,664	$47,016	110
306.20 Manager Benefits	$28,664	$23,299	$27,273	$29,870	$34,434	114
306.30 Manager Training-Dev	$31,959	$25,366	$30,144	$35,000	$39,420	40
306.40 Manager Empl Relatns	$34,993	$26,745	$32,545	$39,000	$48,100	17
306.50 Manager Labor Rel	$51,000	$44,076	$50,562	$55,056	$57,330	7
306.60 Manager Employment	$28,083	$23,555	$26,640	$30,200	$35,000	84
306.70 Mgr Wage-Sal/Mgr,Comp	$31,931	$26,056	$29,649	$33,989	$36,248	50
306.80 Mgr Personnel Inf Sys	$28,800	$22,540	$26,814	$29,846	$36,948	27
307.00 Dir AA/EEO	$43,624	$35,131	$40,629	$45,350	$54,500	109
307.10 Assc Dir AA/EEO	$36,779	$27,965	$34,193	$37,800	$47,578	12
308.00 Dir Pers-AA	$40,650	$34,152	$38,038	$44,950	$52,427	50
309.00 Dir Computer Center	$56,311	$46,000	$53,500	$59,000	$65,755	173
309.10 Assc Dir Computer Ctr	$42,240	$34,508	$41,131	$43,650	$51,675	73
309.20 Data Base Admin	$38,400	$32,000	$37,157	$40,296	$47,623	64
309.30 Sys Analyst I-Hi	$37,264	$30,369	$35,805	$39,039	$43,104	135
309.40 Sys Analyst II-Lo	$29,256	$25,000	$27,528	$30,385	$35,112	112
309.50 Prog Analyst I-Hi	$30,210	$24,875	$29,289	$31,836	$36,405	175
309.60 Prog Analyst II-Lo	$24,215	$20,509	$23,575	$25,842	$29,925	139
310.00 Dir Comp Ctn Op/Ad	$47,376	$38,927	$43,597	$50,668	$57,100	105
310.10 Assc Dir Cmp Cnt	$41,041	$32,292	$39,770	$43,017	$50,000	49
311.00 Dir Inform Systems	$48,960	$38,716	$46,800	$52,787	$59,500	61
312.00 Chf Phys Plnt/Fac	$51,023	$42,500	$48,000	$54,295	$61,000	259

*denotes 3 cases or fewer.

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$39,242	$32,400	$37,430	$41,436	$47,502	146
312.20 Mgr Landscape/Grds	$29,364	$24,500	$27,258	$30,850	$35,548	164
312.30 Mgr Bldg Mnt Trades	$32,772	$27,448	$31,223	$34,311	$39,437	142
312.40 Mgr Tech Trades	$32,800	$27,560	$30,451	$34,872	$39,935	63
312.50 Mgr Custodial Srv	$29,000	$23,338	$27,500	$30,202	$35,698	169
312.60 Mgr Power Plant	$34,054	$28,242	$32,300	$36,517	$41,550	97
313.00 Comptroller	$49,573	$41,951	$47,563	$52,167	$58,728	180
313.10 Manager Payroll	$29,388	$21,956	$26,895	$31,122	$35,948	176
314.00 Dir Accounting	$38,900	$31,740	$36,407	$41,130	$46,500	149
314.10 Staff Accountant-Hi	$29,400	$25,000	$28,111	$32,434	$38,031	155
314.20 Staff Accountant-Lo	$24,003	$20,000	$22,260	$25,500	$27,000	126
315.00 Bursar	$33,760	$28,957	$32,424	$36,182	$44,000	124
315.10 Assc Bursar	$26,676	$22,223	$25,500	$28,270	$36,300	29
316.00 Dir Purchasing	$37,028	$29,765	$34,446	$39,716	$45,298	221
316.10 Assc Dir Purchasing	$30,278	$23,627	$28,143	$32,263	$37,542	75
317.00 Dir Bookstore	$32,900	$24,912	$30,557	$34,400	$40,829	158
317.10 Assc Dir Bookstore	$24,630	$20,726	$23,450	$26,640	$34,042	46
318.00 Dir Internal Audit	$38,000	$31,500	$34,840	$40,000	$47,140	104
319.00 Dir Aux Services	$46,106	$36,400	$43,137	$48,824	$55,495	101
319.10 Mgr Mail Services	$22,598	$17,474	$21,099	$23,589	$27,132	140
320.00 Dir Campus Security	$36,436	$29,000	$33,407	$39,326	$46,500	235
321.00 Dir Risk Mgt/Ins	$38,325	$29,833	$33,729	$39,626	$48,283	30
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub/Rel	$34,445	$23,648	$26,989	$41,900	$56,710	4
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$65,389	$50,358	$60,500	$69,101	$79,206	190
401.10 Dir Annual Giving	$35,700	$28,781	$33,170	$38,568	$46,000	130
401.20 Dir Corp/Fndtn Rel	$37,563	$30,156	$35,800	$40,000	$47,174	89
401.30 Coord Res Dev	$26,402	$19,061	$24,576	$29,426	$34,825	55
401.40 Dir Estate Pln	$42,400	$36,075	$41,014	$47,250	$54,783	41
402.00 Chf Pubic Rel Off	$44,900	$35,000	$41,352	$48,599	$56,400	158
402.10 Dir Gov/Leg Rel	$59,393	$47,415	$54,600	$62,352	$67,239	37
403.00 Chf Dev/Pub Rel Off	$71,074	$58,100	$68,000	$73,143	$82,500	69
404.00 Dir Alumni Affairs	$35,125	$29,900	$33,500	$38,000	$43,014	229
405.00 Dir Dev/Alumni Aff	$46,191	$40,540	$43,928	$48,474	$51,818	20
406.00 Dir Spec/Defer Gifts	$44,750	$34,000	$40,132	$46,500	$53,142	31
407.00 Dir Church Relations	$43,240	$30,000	$39,519	$43,400	$52,088	17
408.00 Dir Community Serv	$37,077	$23,004	$35,500	$40,888	$48,500	32
409.00 Dir Publications	$33,665	$28,150	$31,894	$35,498	$39,150	145
409.10 Assc Dir Publicatns	$26,083	$20,650	$24,150	$28,536	$35,964	44
409.20 Mgr Printing Srv	$30,244	$24,019	$28,232	$31,680	$36,500	144
410.00 Dir Info Office	$35,611	$27,695	$33,930	$38,004	$44,000	105
411.00 Dir News Bureau	$29,500	$23,586	$27,491	$31,500	$37,536	89
STUDENT SERVICES						
501.00 Chf Student Aff Off	$63,096	$53,000	$59,468	$67,655	$75,000	271
502.00 Dir Admissions	$46,000	$36,844	$43,125	$48,275	$54,645	213
502.10 Assc Dir Admissions	$31,187	$25,307	$29,701	$33,265	$39,188	196
502.20 Admissions Counselor	$21,246	$18,000	$20,020	$22,247	$25,800	181
502.30 Academic Advisor	$26,850	$21,494	$24,850	$28,750	$33,000	89
503.00 Dir Adm & Registrar	$52,500	$45,000	$51,244	$56,091	$63,632	35
504.00 Registrar	$42,964	$35,000	$39,900	$45,858	$51,800	244
504.00 Assc Registrar	$32,045	$26,082	$30,000	$34,196	$39,180	114
504.20 Asst Registrar	$27,000	$21,373	$25,331	$28,250	$32,245	137
505.00 Dir Adm/Fin Aid	$55,000	$44,700	$53,124	$57,000	$64,883	32
506.00 Dir Student Fin Aid	$41,200	$33,200	$38,500	$43,200	$48,563	260
506.10 Assc Dir Std Fin Aid	$28,318	$22,890	$26,625	$30,852	$35,296	198
507.00 Dir Food Services	$38,348	$32,081	$37,426	$43,720	$47,748	70
507.10 Assc Dir Food Serv	$31,992	$25,500	$30,000	$33,100	$38,724	37
508.00 Dir Student Housing	$36,848	$29,383	$34,400	$39,263	$45,772	202
508.10 Assc Dir Std Housing	$27,995	$21,531	$26,495	$30,464	$36,325	95
508.20 Housing Off/Adm Opr	$29,129	$21,693	$28,320	$31,000	$36,027	43
508.30 Housing Off/Res Life	$26,000	$19,968	$24,006	$29,000	$36,072	86
510.00 Dir Foreign Students	$29,015	$24,800	$28,000	$31,208	$37,930	87
511.00 Dir Student Union	$37,480	$31,000	$34,650	$40,000	$47,550	143
511.10 Assc Dir Std Union	$29,855	$24,714	$27,802	$32,126	$35,600	60
511.20 Std Union Bsn Mgr	$29,400	$25,500	$28,300	$31,395	$33,407	28
512.00 Dir Std Activities	$31,682	$23,700	$29,500	$34,000	$41,088	191
513.00 Dir Std Placement	$36,360	$29,000	$33,500	$39,673	$46,183	236
514.00 Dir Std Counseling	$41,087	$33,702	$39,208	$44,000	$49,688	215
514.10 Assc Dir Std Cnslg	$31,996	$24,888	$28,008	$34,366	$42,565	60
515.00 Dir Std Hlth-Physicn	$66,000	$41,108	$61,673	$70,008	$78,264	91
516.00 Dir Std Hlth-Nurse	$29,403	$23,484	$27,700	$30,800	$35,986	149
517.00 Dir Campus Ministries	$32,400	$24,000	$30,295	$35,000	$42,120	71
518.00 Dir Athletics	$53,521	$43,440	$50,665	$56,360	$64,008	232
519.00 Dir Sports Info	$27,000	$22,712	$26,000	$28,494	$33,299	192
520.00 Dir Athletics/Men	$49,830	$42,692	$48,500	$53,018	$55,300	17
521.00 Dir Athletics/Women	$39,710	$30,273	$37,259	$41,552	$46,693	50
522.00 Dir Campus Rec	$29,700	$23,100	$27,900	$31,418	$37,728	149
523.00 Dir Enrollment Mgmt	$56,188	$43,853	$53,400	$57,633	$65,649	50
524.00 Dir Minority Affairs	$34,314	$26,214	$30,624	$36,697	$45,000	88
525.00 Dir Conferences	$35,326	$25,833	$31,098	$38,000	$44,970	67

*denotes 3 cases or fewer.

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$75,705	$62,163	$73,304	$87,500	$99,406	25
101.10 Asst to Ceo/System	$39,780	$31,847	$37,108	$45,227	$116,000	7
102.00 Ceo / Single Inst	$85,675	$65,602	$80,125	$91,188	$104,545	356
102.10 Asst to Ceo/Single	$36,300	$25,877	$34,250	$40,000	$52,500	156
103.00 Exec Vice Pres	$58,140	$43,000	$55,000	$62,000	$76,804	60
ACADEMIC						
201.00 Chief Acad Off	$60,674	$48,859	$56,241	$65,000	$74,136	367
202.00 Chf Hlth Prof Off	$37,750	$22,800	$32,811	$42,725	$49,200	10
203.00 Dir Library Serv	$36,390	$29,140	$33,900	$39,000	$46,787	352
203.10 Circulatn Librarian	$21,950	$15,363	$19,913	$23,275	$27,140	156
203.20 Acquistns Librarian	$25,872	$18,500	$22,815	$27,877	$33,071	146
203.30 Tech Serv Librarian	$25,744	$20,425	$23,595	$28,505	$32,683	211
203.40 Public Serv Librarian	$27,800	$21,888	$25,032	$29,033	$33,219	116
203.50 Reference Librarian	$25,925	$21,000	$24,416	$26,982	$30,800	217
204.00 Dir Instit Research	$37,000	$26,200	$34,125	$39,025	$45,550	108
204.10 Assc Dir Inst Res	$31,178	$20,988	$23,000	$32,586	$37,741	13
205.00 Dir Educ Media Serv	$27,230	$21,248	$25,418	$29,500	$33,407	157
206.00 Dir Learning Res Ctr	$28,409	$22,400	$25,861	$30,125	$34,666	112
207.00 Dir Internatl Std Ed	$37,562	$29,348	$36,917	$38,160	$43,390	37
208.00 Dir Comp Ctr,Opr/Acad	$36,000	$27,000	$34,000	$40,775	$47,494	125
208.10 Assc Dir CC Opr/Acad	$25,700	$21,000	$25,000	$30,200	$36,182	50
209.00 Admn,Grants-Contract	$28,070	$22,632	$26,125	$30,366	$41,550	61
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	$54,256	$44,655	$54,060	$54,451	$56,000	4
212.00 Dean,Arts & Letters	$48,928	$31,300	$46,046	$55,700	$57,500	17
213.00 Dean,Arts & Sciences	$50,770	$40,200	$49,000	$55,373	$63,432	55
214.00 Dean,Business	$50,000	$37,515	$47,168	$53,500	$63,306	100
215.00 Dean,Communications	$33,412	$30,000	$32,000	$35,775	$40,540	16
216.00 Dean,Continuing Ed	$40,000	$31,800	$37,565	$44,882	$51,345	107
218.00 Dean,Education	$46,090	$32,850	$40,500	$48,750	$53,915	79
219.00 Dean,Engineering	$50,700	$43,884	$48,484	$53,969	$60,500	11
221.00 Dean,Extension	$29,500	$29,000	$29,200	$36,000	$40,500	7
222.00 Dean,Fine Arts	$41,239	$33,220	$40,300	$44,100	$49,233	36
223.00 Dean,Graduate Program	$44,445	$36,175	$41,000	$46,875	$50,000	67
224.00 Dean,Hlth-Rltd Prof	$48,000	$37,800	$45,652	$51,600	$59,400	13
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$40,300	$30,600	$38,597	$44,832	$53,200	54
227.00 Dean,Instruction	$53,680	$39,585	$50,160	$57,200	$66,000	4
228.00 Dean,Law	$89,845	$82,572	$88,000	$91,690	$102,060	7
229.00 Dean Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$36,462	$31,500	$34,917	$40,068	$53,683	29
232.00 Dean,Music	$33,075	$29,000	$31,445	$36,650	$46,090	21
233.00 Dean,Nursing	$44,011	$37,846	$42,433	$47,491	$55,655	40
234.00 Dean,Occ Std/Voc Ed	$53,800	$41,340	$52,187	$55,100	$59,808	17
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$41,000	$32,642	$37,050	$46,254	$53,342	55
238.00 Dean,Social Sciences	$41,115	$29,400	$35,000	$43,000	$49,588	54
239.00 Dean,Social Work	$37,084	$32,720	$33,000	$41,167	$43,845	6
240.00 Dean,Special Programs	$41,900	$32,860	$35,442	$46,496	$50,656	22
241.00 Dean,Undergrad Prog	$46,507	$42,000	$45,496	$52,100	$60,000	19
ADMINISTRATIVE						
301.00 Chief Business Off	$58,000	$44,051	$53,528	$61,800	$73,850	321
301.01 Chief Admin Off	$53,130	$37,500	$48,836	$55,415	$65,000	41
301.02 Chief Financial Off	$49,350	$37,275	$45,000	$52,230	$60,931	71
301.10 Dir Health & Safety	$27,000	$21,672	$24,600	$30,000	$30,958	11
301.20 Dir Telecommunic	$25,430	$19,600	$23,729	$26,500	$35,700	29
302.00 Chief Planning Off	$47,518	$37,915	$42,800	$52,500	$60,000	37
303.00 Chief Budgeting Off	$43,103	$31,055	$37,825	$45,596	$53,142	50
303.10 Assc Budget Dir	$34,000	$25,400	$31,000	$35,040	$37,296	21
304.00 Chief Plan-Budgt Off	$47,350	$38,000	$46,463	$51,031	$61,629	18
305.00 General Counsel	$51,648	$38,230	$46,760	$55,988	$74,322	12
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$35,000	$26,250	$32,423	$37,819	$45,000	160
306.10 Assc Dir Pers/HR	$27,273	$22,473	$26,460	$28,011	$33,390	46
306.20 Manager Benefits	$25,135	$19,715	$24,000	$26,000	$31,135	38
306.30 Manager Training-Dev	$27,460	$23,613	$26,843	$27,730	$32,273	6
306.40 Manager Empl Relatns	$27,203	$24,000	$26,500	$27,905	$40,245	8
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$24,970	$21,393	$23,500	$25,572	$27,905	14
306.70 Mgr Wage-Sal/Mgr,Comp	$25,781	$21,308	$24,165	$26,656	$27,492	7
306.80 Mgr Personnel Inf Sys	$25,334	$23,850	$24,433	$30,804	$32,113	7
307.00 Dir AA/EEO	$38,250	$31,165	$37,390	$38,960	$47,837	23
307.10 Assc Dir AA/EEO	$32,034	$25,622	$29,017	$34,567	$37,192	5
308.00 Dir Pers-AA	$30,000	$25,600	$29,000	$33,552	$40,900	56
309.00 Dir Computer Center	$40,600	$30,600	$38,000	$42,850	$50,000	191
309.10 Assc Dir Computer Ctr	$33,807	$23,000	$30,000	$36,177	$42,000	63
309.20 Data Base Admin	$28,000	$20,113	$26,208	$31,440	$37,956	29
309.30 Sys Analyst I-Hi	$29,200	$25,000	$27,500	$31,000	$39,000	72
309.40 Sys Analyst II-Lo	$23,657	$19,300	$22,600	$25,350	$29,223	32
309.50 Prog Analyst I-Hi	$26,750	$22,600	$25,000	$28,486	$34,808	111
309.60 Prog Analyst II-Lo	$22,383	$18,400	$21,458	$23,310	$26,500	94
310.00 Dir Comp Ctn Op/Ad	$35,313	$25,000	$32,100	$37,368	$46,908	94
310.10 Assc Dir Cmp Cnt	$30,600	$22,500	$28,083	$32,400	$36,500	47
311.00 Dir Inform Systems	$42,529	$30,579	$40,138	$44,874	$54,885	35
312.00 Chf Phys Plnt/Fac	$38,407	$29,000	$35,700	$41,364	$48,000	311
312.10 Assc Dir Phys Plnt	$29,000	$23,000	$26,900	$31,393	$39,000	132
312.20 Mgr Landscape/Grds	$24,800	$20,000	$23,391	$27,000	$30,400	129
312.30 Mgr Bldg Mnt Trades	$28,728	$22,840	$27,305	$30,875	$34,580	90

*denotes 3 cases or fewer.

TABLE 11
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CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$28,300	$24,539	$27,200	$30,100	$33,800	37
312.50 Mgr Custodial Srv	$23,500	$19,220	$22,008	$25,688	$28,850	154
312.60 Mgr Power Plant	$32,960	$25,584	$30,272	$35,256	$37,200	38
313.00 Comptroller	$38,600	$30,739	$35,880	$42,220	$50,000	226
313.10 Manager Payroll	$21,600	$16,416	$19,659	$23,200	$26,076	119
314.00 Dir Accounting	$30,838	$21,200	$27,989	$34,300	$39,375	102
314.10 Staff Accountant-Hi	$25,000	$19,338	$23,475	$26,500	$30,277	131
314.20 Staff Accountant-Lo	$20,000	$17,235	$18,810	$21,400	$24,500	93
315.00 Bursar	$27,055	$21,000	$25,000	$28,900	$35,000	84
315.10 Assc Bursar	$24,000	$16,917	$22,684	$24,211	$29,203	21
316.00 Dir Purchasing	$29,694	$22,000	$26,745	$31,152	$37,662	140
316.10 Assc Dir Purchasing	$24,380	$19,900	$23,221	$25,572	$30,465	24
317.00 Dir Bookstore	$22,000	$16,860	$20,253	$23,880	$28,843	242
317.10 Assc Dir Bookstore	$17,650	$13,213	$15,906	$18,963	$20,430	45
318.00 Dir Internal Audit	$36,750	$34,176	$36,101	$38,195	$44,000	21
319.00 Dir Aux Services	$36,977	$28,000	$35,015	$39,864	$44,980	54
319.10 Mgr Mail Services	$16,283	$13,840	$15,384	$17,362	$21,125	131
320.00 Dir Campus Security	$26,500	$19,644	$24,097	$28,900	$33,407	235
321.00 Dir Risk Mgt/Ins	$29,000	$19,560	$27,664	$34,100	$42,500	7
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$54,000	$40,000	$48,800	$57,000	$67,100	302
401.10 Dir Annual Giving	$30,320	$24,155	$28,400	$32,500	$37,400	186
401.20 Dir Corp/Fndtn Rel	$36,500	$30,000	$33,154	$39,000	$45,600	110
401.30 Coord Res Dev	$25,000	$19,560	$24,000	$26,125	$32,283	65
401.40 Dir Estate Pln	$37,135	$28,896	$34,650	$40,900	$47,600	79
402.00 Chf Pubic Rel Off	$32,924	$25,875	$30,649	$35,615	$44,500	214
402.10 Dir Gov/Leg Rel	$32,099	$26,000	$28,500	$35,697	$48,000	7
403.00 Chf Dev/Pub Rel Off	$48,900	$35,000	$44,119	$55,060	$66,600	61
404.00 Dir Alumni Affairs	$28,985	$22,141	$27,300	$31,865	$38,025	293
405.00 Dir Dev/Alumni Aff	$43,305	$36,400	$42,188	$45,000	$50,000	26
406.00 Dir Spec/Defer Gifts	$36,040	$29,288	$34,518	$39,810	$49,500	73
407.00 Dir Church Relations	$32,990	$23,228	$28,899	$34,113	$41,098	57
408.00 Dir Community Serv	$30,369	$22,500	$27,000	$30,976	$44,435	26
409.00 Dir Publications	$28,885	$22,400	$26,630	$30,200	$34,200	120
409.10 Assc Dir Publicatns	$22,850	$19,000	$21,800	$24,185	$28,700	48
409.20 Mgr Printing Srv	$22,450	$16,700	$20,610	$23,750	$28,248	104
410.00 Dir Info Office	$26,306	$20,683	$25,000	$28,000	$33,472	98
411.00 Dir News Bureau	$23,817	$18,386	$22,000	$26,000	$29,838	67
STUDENT SERVICES						
501.00 Chf Student Aff Off	$45,948	$35,698	$42,850	$48,684	$58,000	356
502.00 Dir Admissions	$38,200	$30,282	$35,800	$41,700	$48,764	305
502.10 Assc Dir Admissions	$26,500	$21,000	$24,500	$28,000	$33,280	245
502.20 Admissions Counselor	$19,000	$16,500	$18,105	$19,723	$23,000	287
502.30 Academic Advisor	$24,000	$19,687	$22,235	$25,764	$35,000	57
503.00 Dir.Adm & Registrar	$36,750	$26,021	$35,887	$42,167	$52,300	14
504.00 Registrar	$32,226	$25,100	$30,000	$35,175	$40,970	353
504.00 Assc Registrar	$24,698	$19,585	$23,870	$25,700	$29,081	61
504.20 Asst Registrar	$20,442	$16,870	$19,270	$22,050	$26,000	128
505.00 Dir Adm/Fin Aid	$47,660	$38,870	$45,000	$50,000	$64,327	54
506.00 Dir Student Fin Aid	$31,800	$24,314	$28,975	$34,000	$39,018	352
506.10 Assc Dir Std Fin Aid	$22,000	$18,900	$21,000	$23,500	$26,500	167
507.00 Dir Food Services	$33,777	$26,200	$31,000	$36,500	$45,200	90
507.10 Assc Dir Food Serv	$24,513	$19,900	$22,800	$27,216	$32,068	51
508.00 Dir Student Housing	$26,915	$20,549	$24,860	$28,500	$34,500	214
508.10 Assc Dir Std Housing	$19,808	$14,000	$18,500	$22,236	$25,000	57
508.20 Housing Off/Adm Opr	$20,000	$14,850	$19,443	$24,150	$32,783	27
508.30 Housing Off/Res Life	$21,150	$16,500	$18,800	$22,900	$28,128	104
510.00 Dir Foreign Students	$26,463	$18,942	$24,010	$27,859	$32,875	48
511.00 Dir Student Union	$28,503	$22,200	$26,500	$30,840	$36,560	83
511.10 Assc Dir Std Union	$23,057	$18,127	$22,048	$24,600	$27,000	23
511.20 Std Union Bsn Mgr	*	*	*	*	*	2
512.00 Dir Std Activities	$24,688	$19,500	$23,143	$25,570	$31,100	230
513.00 Dir Std Placement	$28,040	$22,113	$25,900	$30,302	$35,839	272
514.00 Dir Std Counseling	$31,000	$24,934	$28,000	$34,344	$39,916	226
514.10 Assc Dir Std Cnslg	$26,125	$20,050	$24,000	$30,050	$35,712	40
515.00 Dir Std Hlth-Physicn	$31,800	$19,594	$27,825	$34,450	$77,460	45
516.00 Dir Std Hlth-Nurse	$21,600	$17,600	$20,034	$24,010	$28,956	217
517.00 Dir Campus Ministries	$27,500	$19,800	$25,115	$30,000	$36,600	184
518.00 Dir Athletics	$38,000	$29,174	$34,869	$40,871	$48,543	295
519.00 Dir Sports Info	$20,281	$15,500	$19,400	$21,420	$25,000	127
520.00 Dir Athletics/Men	$44,100	$32,510	$38,010	$44,503	$50,257	17
521.00 Dir Athletics/Women	$29,122	$22,950	$26,950	$30,120	$35,400	38
522.00 Dir Campus Rec	$25,000	$18,988	$23,635	$27,457	$32,260	85
523.00 Dir Enrollment Mgmt	$45,275	$30,000	$40,576	$47,260	$55,080	48
524.00 Dir Minority Affairs	$30,000	$22,000	$28,223	$33,000	$40,600	70
525.00 Dir Conferences	$27,770	$21,168	$26,515	$29,547	$32,800	65

*denotes 3 cases or fewer.

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$78,297	$68,000	$74,920	$81,911	$91,163	79
101.10 Asst to Ceo/System	$47,456	$35,498	$46,315	$47,800	$59,992	20
102.00 Ceo / Single Inst	$73,708	$63,270	$70,687	$77,670	$85,036	285
102.10 Asst to Ceo/Single	$39,940	$29,516	$35,970	$44,607	$55,351	89
103.00 Exec Vice Pres	$66,420	$55,100	$63,821	$68,539	$73,779	55
ACADEMIC						
201.00 Chief Acad Off	$56,844	$48,156	$55,000	$59,772	$66,925	337
202.00 Chf Hlth Prof Off	$41,037	$37,242	$39,039	$46,200	$62,415	14
203.00 Dir Library Serv	$37,986	$30,806	$35,000	$40,500	$47,802	232
203.10 Circulatn Librarian	$30,327	$22,046	$26,873	$31,647	$39,586	50
203.20 Acquistns Librarian	$27,019	$21,393	$25,416	$32,963	$43,547	31
203.30 Tech Serv Librarian	$30,066	$24,403	$28,403	$32,171	$38,768	80
203.40 Public Serv Librarian	$31,000	$22,536	$29,082	$32,415	$38,843	49
203.50 Reference Librarian	$29,908	$23,591	$27,600	$32,450	$38,820	86
204.00 Dir Instit Research	$42,476	$33,456	$39,140	$46,028	$50,599	123
204.10 Assc Dir Inst Res	$35,055	$30,991	$33,911	$37,186	$43,295	17
205.00 Dir Educ Media Serv	$34,111	$26,396	$30,977	$37,544	$43,583	110
206.00 Dir Learning Res Ctr	$42,746	$32,216	$39,408	$45,000	$51,769	158
207.00 Dir Internatl Std Ed	$47,091	$30,676	$41,440	$51,500	$55,590	14
208.00 Dir Comp Ctr,Opr/Acad	$40,304	$28,200	$34,459	$44,116	$49,432	47
208.10 Assc Dir CC Opr/Acad	$34,183	$25,000	$34,000	$34,365	$51,764	8
209.00 Admn,Grants-Contract	$37,502	$28,825	$34,417	$40,800	$47,748	76
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	$53,830	$43,520	$50,716	$56,178	$59,320	9
212.00 Dean,Arts & Letters	$46,057	$37,834	$45,035	$47,624	$50,051	23
213.00 Dean,Arts & Sciences	$47,528	$40,023	$45,000	$50,775	$60,573	73
214.00 Dean,Business	$47,424	$40,000	$45,000	$49,988	$56,796	149
215.00 Dean,Communications	$45,057	$39,288	$43,200	$46,659	$54,371	32
216.00 Dean,Continuing Ed	$46,220	$38,750	$44,520	$48,500	$55,527	202
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	$46,379	$37,860	$45,500	$47,459	$53,497	18
219.00 Dean,Engineering	$51,912	$44,540	$49,140	$54,000	$58,180	48
221.00 Dean,Extension	$45,969	$36,200	$45,000	$56,330	$64,080	29
222.00 Dean,Fine Arts	$49,607	$39,035	$46,343	$52,105	$57,540	26
223.00 Dean,Graduate Program	$42,466	$38,885	$41,621	$43,310	$60,350	4
224.00 Dean,Hlth-Rltd Prof	$45,888	$39,924	$44,496	$48,464	$58,170	94
225.00 Dean,Home Economics	$40,231	$35,160	$39,026	$48,394	$57,501	5
226.00 Dean,Humanities	$47,730	$41,334	$45,545	$50,864	$58,200	86
227.00 Dean,Instruction	$54,919	$49,832	$53,665	$57,928	$60,297	33
228.00 Dean,Law	*	*	*	*	*	2
229.00 Dean Lib & Inf Sci	$49,750	$44,046	$45,555	$50,871	$53,589	15
230.00 Dean,Mathematics	$47,513	$38,855	$44,686	$51,500	$57,850	47
232.00 Dean,Music	$45,000	$31,575	$39,333	$45,090	$50,112	5
233.00 Dean,Nursing	$43,700	$37,919	$41,830	$45,723	$50,100	70
234.00 Dean,Occ Std/Voc Ed	$47,000	$40,716	$45,217	$50,706	$56,600	142
235.00 Dean,Pharmacy	*	*	*	*	*	1
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	$49,140	$41,910	$47,388	$50,560	$57,666	83
238.00 Dean,Social Sciences	$48,476	$42,996	$47,250	$52,092	$57,670	78
239.00 Dean,Social Work	$44,000	$34,993	$42,388	$44,875	$49,125	5
240.00 Dean,Special Programs	$42,974	$35,273	$41,800	$45,288	$53,833	50
241.00 Dean,Undergrad Prog	$50,568	$43,012	$45,380	$51,283	$58,027	9
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$53,574	$45,151	$50,911	$56,651	$64,500	309
301.01 Chief Admin Off	$56,485	$47,500	$55,689	$59,950	$66,000	36
301.02 Chief Financial Off	$48,849	$39,520	$45,000	$51,744	$59,621	64
301.10 Dir Health & Safety	$35,000	$33,694	$34,504	$38,458	$45,224	11
301.20 Dir Telecommunic	$37,857	$32,100	$36,103	$39,300	$46,819	25
302.00 Chief Planning Off	$52,332	$43,745	$48,850	$55,590	$62,703	42
303.00 Chief Budgeting Off	$43,321	$34,984	$41,250	$46,754	$53,458	51
303.10 Assc Budget Dir	$35,392	$26,137	$33,600	$38,570	$42,015	19
304.00 Chief Plan-Budgt Off	$56,318	$41,467	$50,953	$59,870	$64,592	10
305.00 General Counsel	$41,753	$26,000	$37,750	$47,003	$60,204	10
305.10 Staff Attorneys	$40,800	$10,000	$39,600	$42,000	$59,460	4
306.00 Chf Personnel/HR Off	$41,194	$31,750	$38,591	$45,168	$54,804	140
306.10 Assc Dir Pers/HR	$35,119	$26,745	$34,000	$38,195	$52,700	37
306.20 Manager Benefits	$26,259	$21,554	$24,925	$28,249	$31,367	31
306.30 Manager Training-Dev	$40,602	$29,187	$37,100	$42,002	$43,520	12
306.40 Manager Empl Relatns	$42,229	$36,421	$40,983	$46,891	$66,217	5
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$29,239	$24,458	$26,745	$31,000	$33,453	17
306.70 Mgr Wage-Sal/Mgr,Comp	$30,290	$22,946	$27,180	$33,407	$40,864	14
306.80 Mgr Personnel Inf Sys	$30,803	$20,255	$26,408	$32,537	$39,025	15
307.00 Dir AA/EEO	$41,567	$33,626	$39,777	$42,949	$50,750	42
307.10 Assc Dir AA/EEO	$39,153	$26,130	$35,327	$39,827	$45,633	5
308.00 Dir Pers-AA	$41,053	$32,694	$36,804	$42,939	$50,400	82
309.00 Dir Computer Center	$44,000	$35,280	$40,810	$47,017	$54,288	166
309.10 Assc Dir Computer Ctr	$38,561	$27,954	$34,792	$40,299	$46,283	40
309.20 Data Base Admin	$37,614	$30,000	$34,205	$38,301	$49,613	23
309.30 Sys Analyst I-Hi	$32,332	$26,730	$30,490	$35,756	$38,448	63
309.40 Sys Analyst II-Lo	$28,314	$23,000	$28,098	$29,145	$31,500	23
309.50 Prog Analyst I-Hi	$30,860	$25,000	$29,044	$32,000	$36,918	94
309.60 Prog Analyst II-Lo	$25,440	$21,919	$24,156	$27,124	$30,344	79
310.00 Dir Comp Ctn Op/Ad	$39,094	$29,884	$36,716	$40,351	$48,407	57
310.10 Assc Dir Cmp Cnt	$35,443	$30,200	$33,705	$37,008	$43,276	27
311.00 Dir Inform Systems	$50,931	$37,825	$45,618	$53,312	$60,799	55
312.00 Chf Phys Plnt/Fac	$39,315	$30,035	$35,976	$42,000	$48,337	264

*denotes 3 cases or fewer.

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$31,676	$26,204	$30,450	$34,037	$40,167	91
312.20 Mgr Landscape/Grds	$25,959	$20,773	$24,500	$28,308	$31,211	62
312.30 Mgr Bldg Mnt Trades	$29,275	$23,231	$27,180	$30,000	$34,267	66
312.40 Mgr Tech Trades	$30,979	$26,469	$29,243	$31,992	$35,026	22
312.50 Mgr Custodial Srv	$25,064	$20,063	$23,340	$27,002	$31,656	82
312.60 Mgr Power Plant	$32,788	$25,516	$30,762	$33,962	$36,954	20
313.00 Comptroller	$39,959	$32,218	$37,719	$42,598	$51,174	145
313.10 Manager Payroll	$26,043	$21,550	$24,926	$26,896	$33,125	88
314.00 Dir Accounting	$33,991	$26,500	$30,765	$36,470	$41,853	94
314.10 Staff Accountant-Hi	$28,195	$21,880	$26,517	$31,104	$35,742	85
314.20 Staff Accountant-Lo	$23,643	$19,812	$22,179	$25,572	$29,123	73
315.00 Bursar	$31,200	$22,800	$28,000	$34,400	$44,106	47
315.10 Assc Bursar	$27,880	$20,360	$27,463	$28,942	$32,288	7
316.00 Dir Purchasing	$33,050	$24,396	$31,616	$35,940	$41,944	143
316.10 Assc Dir Purchasing	$25,237	$19,400	$24,500	$29,400	$33,239	24
317.00 Dir Bookstore	$25,394	$18,850	$23,513	$28,075	$33,612	170
317.10 Assc Dir Bookstore	$24,807	$17,790	$23,169	$25,436	$32,155	30
318.00 Dir Internal Audit	$36,400	$31,356	$33,370	$38,579	$44,326	31
319.00 Dir Aux Services	$40,402	$30,928	$37,814	$42,489	$48,684	60
319.10 Mgr Mail Services	$19,578	$14,396	$19,205	$22,392	$26,532	35
320.00 Dir Campus Security	$30,658	$22,370	$26,880	$33,407	$38,856	124
321.00 Dir Risk Mgt/Ins	$40,925	$38,142	$40,349	$41,500	$48,459	8
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,285	$33,600	$41,517	$49,252	$57,364	120
401.10 Dir Annual Giving	$33,811	$25,844	$26,800	$34,368	$42,943	18
401.20 Dir Corp/Fndtn Rel	$36,448	$30,900	$34,606	$41,285	$47,000	22
401.30 Coord Res Dev	$32,500	$25,500	$30,000	$44,776	$47,040	11
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Pubic Rel Off	$35,170	$25,800	$31,924	$38,990	$48,200	146
402.10 Dir Gov/Leg Rel	$55,884	$52,524	$54,518	$57,250	$57,357	6
403.00 Chf Dev/Pub Rel Off	$45,338	$35,000	$41,400	$49,664	$60,873	32
404.00 Dir Alumni Affairs	$26,739	$20,211	$26,410	$27,773	$32,883	36
405.00 Dir Dev/Alumni Aff	$37,008	$24,000	$35,184	$39,805	$43,741	30
406.00 Dir Spec/Defer Gifts	$31,655	$27,040	$31,421	$33,897	$36,125	9
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$40,598	$33,181	$40,398	$43,154	$50,743	104
409.00 Dir Publications	$33,070	$28,499	$30,694	$33,865	$38,610	45
409.10 Assc Dir Publicatns	$27,091	$22,008	$25,200	$29,652	$32,977	11
409.20 Mgr Printing Srv	$26,125	$19,965	$23,607	$28,368	$34,884	67
410.00 Dir Info Office	$31,626	$24,219	$29,332	$33,068	$39,360	76
411.00 Dir News Bureau	$30,370	$26,208	$30,077	$31,119	$33,123	11
STUDENT SERVICES						
501.00 Chf Student Aff Off	$50,901	$41,377	$48,298	$53,858	$60,788	318
502.00 Dir Admissions	$36,965	$28,743	$35,000	$39,591	$45,867	166
502.10 Assc Dir Admissions	$30,711	$24,000	$28,543	$33,604	$37,984	57
502.20 Admissions Counselor	$24,558	$18,150	$23,050	$25,308	$28,393	80
502.30 Academic Advisor	$26,724	$22,135	$25,492	$31,225	$33,833	31
503.00 Dir.Adm & Registrar	$42,631	$35,558	$40,500	$44,940	$51,027	92
504.00 Registrar	$35,296	$27,017	$32,130	$37,965	$45,837	195
504.00 Assc Registrar	$31,000	$22,170	$29,958	$32,933	$41,775	37
504.20 Asst Registrar	$28,045	$22,000	$25,838	$29,309	$34,000	46
505.00 Dir Adm/Fin Aid	$40,517	$28,968	$37,561	$44,734	$49,639	35
506.00 Dir Student Fin Aid	$35,306	$27,804	$33,642	$37,455	$43,856	292
506.10 Assc Dir Std Fin Aid	$26,519	$21,358	$24,868	$28,490	$32,200	75
507.00 Dir Food Services	$27,516	$20,300	$25,572	$27,916	$37,163	54
507.10 Assc Dir Food Serv	$29,305	$21,543	$29,102	$29,508	$36,212	6
508.00 Dir Student Housing	$28,010	$19,200	$25,000	$30,063	$36,750	42
508.10 Assc Dir Std Housing	$28,277	$20,895	$26,045	$28,645	$37,196	10
508.20 Housing Off/Adm Opr	$25,092	$12,675	$13,714	$31,165	$40,500	7
508.30 Housing Off/Res Life	$23,065	$17,364	$21,500	$25,150	$34,780	15
510.00 Dir Foreign Students	$36,016	$27,122	$33,909	$39,594	$45,305	10
511.00 Dir Student Union	$34,837	$23,320	$30,783	$37,000	$40,430	14
511.10 Assc Dir Std Union	$35,428	$23,070	$30,142	$39,241	$43,193	5
511.20 Std Union Bsn Mgr	*	*	*	*	*	2
512.00 Dir Std Activities	$31,819	$22,300	$28,408	$34,457	$42,116	163
513.00 Dir Std Placement	$32,927	$26,699	$31,624	$35,100	$42,725	132
514.00 Dir Std Counseling	$40,320	$30,788	$37,928	$42,879	$49,340	186
514.10 Assc Dir Std Cnslg	$35,302	$24,447	$28,434	$38,962	$52,091	25
515.00 Dir Std Hlth-Physicn	$53,943	$27,010	$44,000	$73,886	$76,703	4
516.00 Dir Std Hlth-Nurse	$26,137	$19,710	$24,245	$29,120	$36,699	68
517.00 Dir Campus Ministries	$20,699	$14,825	$18,550	$22,848	$30,000	5
518.00 Dir Athletics	$38,888	$31,152	$36,722	$43,350	$51,931	123
519.00 Dir Sports Info	$19,108	$11,250	$17,804	$22,929	$30,889	5
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$31,400	$18,011	$25,461	$33,814	$36,478	5
522.00 Dir Campus Rec	$29,906	$21,000	$27,546	$30,862	$42,333	26
523.00 Dir Enrollment Mgmt	$38,460	$29,120	$36,700	$42,520	$50,183	24
524.00 Dir Minority Affairs	$35,000	$28,000	$33,280	$37,033	$46,629	17
525.00 Dir Conferences	$35,904	$30,000	$34,098	$37,500	$43,532	18

*denotes 3 cases or fewer.

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $104 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$100,006	$95,000	$100,000	$125,000	$165,000	7
101.10 Asst to Ceo/System	$59,492	$42,063	$53,746	$61,246	$84,000	5
102.00 Ceo / Single Inst	$112,000	$89,100	$106,000	$122,375	$129,755	33
102.10 Asst to Ceo/Single	$54,979	$46,000	$52,102	$57,500	$76,330	27
103.00 Exec Vice Pres	$93,000	$80,100	$80,556	$93,419	$125,000	8
ACADEMIC						
201.00 Chief Acad Off	$91,200	$75,665	$84,750	$95,000	$106,750	38
202.00 Chf Hlth Prof Off	$100,000	$77,000	$94,354	$108,000	$122,150	7
203.00 Dir Library Serv	$62,000	$51,200	$58,633	$65,515	$73,500	39
203.10 Circulatn Librarian	$30,664	$25,448	$28,975	$32,000	$36,950	23
203.20 Acquistns Librarian	$34,200	$29,325	$31,906	$35,836	$44,868	25
203.30 Tech Serv Librarian	$40,000	$31,737	$36,625	$41,986	$49,702	25
203.40 Public Serv Librarian	$39,107	$34,400	$37,185	$40,322	$46,309	22
203.50 Reference Librarian	$31,269	$26,835	$30,000	$33,829	$39,072	34
204.00 Dir Instit Research	$52,266	$40,000	$48,000	$55,155	$65,000	24
204.10 Assc Dir Inst Res	$37,633	$31,360	$36,575	$38,690	$42,958	6
205.00 Dir Educ Media Serv	$46,550	$34,494	$42,000	$47,500	$51,992	17
206.00 Dir Learning Res Ctr	$39,957	$32,200	$37,000	$40,409	$49,091	13
207.00 Dir Internatl Std Ed	$48,920	$32,362	$47,000	$50,160	$68,500	12
208.00 Dir Comp Ctr,Opr/Acad	$51,594	$43,600	$49,925	$53,000	$75,900	18
208.10 Assc Dir CC Opr/Acad	$45,725	$34,214	$38,790	$50,146	$54,750	10
209.00 Admn,Grants-Contrnct	$51,750	$34,000	$46,440	$56,984	$64,050	29
210.00 Dean,Architecture	$77,672	$69,904	$73,600	$81,744	$100,000	6
211.00 Dean,Agriculture	$77,295	$74,000	$75,383	$79,206	$82,586	6
212.00 Dean,Arts & Letters	*	*	*	*	*	2
213.00 Dean,Arts & Sciences	$79,188	$65,560	$76,000	$80,000	$85,827	30
214.00 Dean,Business	$82,745	$69,300	$78,122	$84,278	$101,500	31
215.00 Dean,Communications	$69,727	$58,280	$69,214	$70,914	$83,400	5
216.00 Dean,Continuing Ed	$61,000	$49,162	$58,589	$63,200	$75,500	19
217.00 Dean,Dentistry	$110,087	$100,125	$109,919	$116,544	$128,015	5
218.00 Dean,Education	$71,250	$62,878	$69,168	$74,999	$83,500	26
219.00 Dean,Engineering	$87,892	$75,600	$78,000	$90,350	$97,778	19
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$71,500	$55,021	$70,000	$73,000	$113,400	4
223.00 Dean,Graduate Program	$74,359	$66,493	$72,750	$79,019	$84,000	30
224.00 Dean,Hlth-Rltd Prof	$74,000	$67,875	$68,946	$80,074	$82,500	7
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	*	*	*	*	*	3
228.00 Dean,Law	$102,500	$77,000	$88,910	$103,000	$109,500	15
229.00 Dean Lib & Inf Sci	$76,650	$58,070	$71,395	$78,825	$85,500	5
230.00 Dean,Mathematics	*	*	*	*	*	2
231.00 Dean,Medicine	$127,749	$76,252	$111,052	$152,100	$212,598	5
232.00 Dean,Music	$74,110	$62,790	$65,770	$82,450	$86,100	8
233.00 Dean,Nursing	$78,464	$63,750	$75,000	$82,499	$85,000	12
235.00 Dean,Pharmacy	$82,158	$79,488	$80,000	$84,316	$85,000	6
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	$84,250	$60,000	$70,000	$98,500	$110,400	6
238.00 Dean,Social Sciences	$80,500	$44,471	$70,000	$91,000	$113,500	4
239.00 Dean,Social Work	$85,588	$76,790	$81,176	$90,000	$115,000	5
240.00 Dean,Special Programs	$56,022	$33,423	$48,000	$64,044	$70,534	4
241.00 Dean,Undergrad Prog	$59,040	$52,000	$56,520	$60,520	$70,650	6
ADMINISTRATIVE						
301.00 Chief Business Off	$86,000	$74,600	$81,127	$89,610	$96,700	39
301.01 Chief Admin Off	$69,200	$58,000	$65,900	$72,500	$82,866	7
301.02 Chief Financial Off	$70,500	$54,000	$60,100	$83,550	$100,000	13
301.10 Dir Health & Safety	$43,580	$37,800	$43,428	$49,350	$55,151	11
301.20 Dir Telecommunic	$38,658	$26,940	$35,544	$39,874	$48,822	18
302.00 Chief Planning Off	$72,900	$55,155	$65,550	$78,000	$81,996	7
303.00 Chief Budgeting Off	$50,930	$46,100	$48,500	$52,899	$67,700	22
303.10 Assc Budget Dir	$42,334	$33,000	$39,588	$42,494	$53,685	13
304.00 Chief Plan-Budgt Off	$56,600	$55,889	$56,100	$64,400	$71,800	7
305.00 General Counsel	$65,924	$61,172	$64,000	$69,682	$87,000	15
305.10 Staff Attorneys	$47,028	$40,000	$45,000	$49,056	$50,303	8
306.00 Chf Personnel/HR Off	$51,704	$42,500	$48,878	$56,800	$65,000	34
306.10 Assc Dir Pers/HR	$39,000	$31,212	$37,194	$39,793	$48,856	23
306.20 Manager Benefits	$32,065	$25,145	$31,500	$33,801	$45,250	23
306.30 Manager Training-Dev	$33,282	$28,488	$31,200	$35,364	$39,827	6
306.40 Manager Empl Relatns	$28,699	$19,886	$26,192	$31,205	$32,130	4
306.50 Manager Labor Rel	*	*	*	*	*	3
306.60 Manager Employment	$28,400	$24,000	$26,880	$28,505	$34,320	13
306.70 Mgr Wage-Sal/Mgr,Comp	$32,001	$26,988	$30,519	$37,907	$49,676	10
306.80 Mgr Personnel Inf Sys	$37,684	$26,745	$28,896	$46,471	$52,934	6
307.00 Dir AA/EEO	$43,555	$36,626	$40,940	$48,000	$55,750	21
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	*	*	*	*	*	3
309.00 Dir Computer Center	$63,125	$47,780	$60,436	$65,477	$77,567	28
309.10 Assc Dir Computer Ctr	$53,430	$44,000	$49,600	$55,000	$60,959	11
309.20 Data Base Admin	$42,123	$35,028	$37,800	$43,000	$45,300	12
309.30 Sys Analyst I-Hi	$38,500	$33,470	$36,572	$39,100	$43,984	25
309.40 Sys Analyst II-Lo	$30,065	$25,500	$28,154	$32,000	$33,043	18
309.50 Prog Analyst I-Hi	$29,960	$26,912	$28,500	$30,760	$40,000	28
309.60 Prog Analyst II-Lo	$26,558	$23,650	$26,300	$26,770	$29,022	28
310.00 Dir Comp Ctn Op/Ad	$54,761	$47,711	$53,430	$56,715	$60,000	12
310.10 Assc Dir Cmp Cnt	$47,371	$39,100	$46,620	$50,412	$53,487	10
311.00 Dir Inform Systems	$52,499	$49,320	$51,700	$54,125	$78,275	9
312.00 Chf Phys Plnt/Fac	$57,000	$48,600	$54,320	$62,690	$68,000	36
312.10 Assc Dir Phys Plnt	$43,641	$37,782	$41,080	$44,520	$51,870	22
312.20 Mgr Landscape/Grds	$31,374	$26,850	$29,616	$32,556	$36,320	27

*denotes 3 cases or fewer.

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $104 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$35,364	$30,714	$33,185	$38,063	$41,730	23
312.40 Mgr Tech Trades	$39,768	$34,152	$37,318	$42,500	$47,000	18
312.50 Mgr Custodial Srv	$30,477	$24,252	$29,460	$32,675	$36,227	29
312.60 Mgr Power Plant	$39,407	$33,174	$38,063	$40,451	$43,350	16
313.00 Comptroller	$57,000	$48,400	$53,900	$59,000	$67,610	33
313.10 Manager Payroll	$31,752	$25,000	$30,100	$33,404	$38,552	29
314.00 Dir Accounting	$42,381	$38,316	$40,980	$44,100	$52,236	22
314.10 Staff Accountant-Hi	$30,327	$24,722	$29,088	$31,980	$36,204	24
314.20 Staff Accountant-Lo	$23,000	$20,526	$22,733	$23,245	$25,473	18
315.00 Bursar	$40,258	$30,600	$35,950	$40,911	$46,040	20
315.10 Assc Bursar	$37,374	$26,725	$31,185	$43,562	$48,025	4
316.00 Dir Purchasing	$40,872	$33,900	$39,690	$42,630	$48,865	33
316.10 Assc Dir Purchasing	$34,200	$28,087	$30,202	$38,126	$40,069	11
317.00 Dir Bookstore	$38,700	$34,255	$37,975	$40,500	$44,400	21
317.10 Assc Dir Bookstore	$25,000	$20,524	$24,866	$26,688	$27,564	11
318.00 Dir Internal Audit	$45,736	$40,730	$44,498	$47,966	$54,114	25
319.00 Dir Aux Services	$53,600	$48,000	$52,000	$54,000	$61,394	19
319.10 Mgr Mail Services	$22,935	$19,000	$21,400	$23,878	$29,280	24
320.00 Dir Campus Security	$43,460	$37,000	$41,556	$44,750	$49,003	37
321.00 Dir Risk Mgt/Ins	$52,100	$39,775	$49,100	$53,425	$56,377	10
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	$49,228	$32,960	$48,955	$49,500	$66,800	4
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Development Off	$74,875	$69,615	$71,500	$81,710	$88,615	27
401.10 Dir Annual Giving	$36,960	$33,269	$36,300	$41,000	$50,880	22
401.20 Dir Corp/Fndtn Rel	$46,081	$40,950	$41,900	$49,440	$62,000	17
401.30 Coord Res Dev	$35,913	$22,390	$30,116	$38,913	$44,600	10
401.40 Dir Estate Pln	$50,000	$47,637	$48,730	$51,000	$57,201	11
402.00 Chf Pubic Rel Off	$54,126	$44,973	$52,148	$56,534	$66,800	20
402.10 Dir Gov/Leg Rel	$64,791	$42,772	$56,582	$73,000	$79,000	8
403.00 Chf Dev/Pub Rel Off	$81,122	$69,040	$80,000	$87,414	$100,000	11
404.00 Dir Alumni Affairs	$47,256	$32,500	$40,333	$49,400	$57,720	32
405.00 Dir Dev/Alumni Aff	$57,115	$33,423	$51,729	$62,500	$63,600	8
406.00 Dir Spec/Defer Gifts	$49,161	$42,000	$44,200	$54,121	$55,000	7
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$35,322	$28,764	$33,500	$37,143	$55,000	4
409.00 Dir Publications	$40,849	$30,942	$38,900	$42,540	$46,600	26
409.10 Assc Dir Publicatns	$28,340	$26,150	$28,080	$28,600	$29,136	6
409.20 Mgr Printing Srv	$33,737	$27,686	$32,892	$36,066	$38,200	25
410.00 Dir Info Office	$48,150	$36,540	$45,000	$48,810	$56,000	15
411.00 Dir News Bureau	$34,055	$23,160	$33,121	$37,210	$44,100	14
STUDENT SERVICES						
501.00 Chf Student Aff Off	$72,392	$58,800	$67,000	$74,337	$80,000	37
502.00 Dir Admissions	$51,896	$41,664	$50,000	$55,000	$64,809	31
502.10 Assc Dir Admissions	$34,405	$28,222	$32,574	$36,396	$39,915	30
502.20 Admissions Counselor	$21,700	$19,205	$21,168	$22,400	$24,900	20
502.30 Academic Advisor	$27,262	$23,600	$27,262	$29,880	$38,950	9
503.00 Dir.Adm & Registrar	$54,955	$51,909	$53,583	$57,478	$60,000	5
504.00 Registrar	$46,269	$37,682	$44,060	$49,035	$55,800	34
504.00 Assc Registrar	$34,000	$26,418	$33,720	$34,415	$42,421	21
504.20 Asst Registrar	$27,618	$22,192	$26,536	$30,390	$34,319	25
505.00 Dir Adm/Fin Aid	$57,200	$49,620	$54,795	$65,350	$75,250	5
506.00 Dir Student Fin Aid	$43,534	$37,000	$42,104	$46,000	$52,247	39
506.10 Assc Dir Std Fin Aid	$30,514	$26,634	$28,983	$33,565	$36,025	31
507.00 Dir Food Services	$39,011	$35,952	$37,164	$42,945	$47,400	16
507.10 Assc Dir Food Serv	$32,123	$30,327	$31,770	$33,062	$46,300	5
508.00 Dir Student Housing	$40,778	$35,703	$39,500	$43,350	$50,172	30
508.10 Assc Dir Std Housing	$28,990	$25,842	$28,498	$30,000	$33,146	17
508.20 Housing Off/Adm Opr	$24,746	$22,785	$24,545	$24,947	$29,460	6
508.30 Housing Off/Res Life	$22,426	$19,007	$19,500	$25,000	$37,150	14
510.00 Dir Foreign Students	$31,748	$28,000	$29,500	$32,421	$41,554	19
511.00 Dir Student Union	$41,908	$33,200	$40,060	$45,100	$50,936	23
511.10 Assc Dir Std Union	$35,750	$26,881	$32,500	$35,856	$42,250	7
511.20 Std Union Bsn Mgr	$33,589	$26,264	$33,008	$34,489	$36,074	8
512.00 Dir Std Activities	$31,370	$27,922	$30,800	$34,472	$37,725	25
513.00 Dir Std Placement	$41,229	$34,451	$39,000	$42,800	$46,558	32
514.00 Dir Std Counseling	$46,960	$37,099	$44,000	$48,420	$54,942	31
514.10 Assc Dir Std Cnslg	$35,000	$28,000	$35,000	$37,934	$40,000	12
515.00 Dir Std Hlth-Physicn	$71,938	$67,600	$70,847	$77,099	$91,353	18
516.00 Dir Std Hlth-Nurse	$32,254	$26,187	$30,651	$33,920	$38,225	20
517.00 Dir Campus Ministries	$35,804	$31,250	$35,804	$36,902	$43,072	10
518.00 Dir Athletics	$60,400	$50,000	$58,344	$65,000	$75,152	38
519.00 Dir Sports Info	$25,682	$22,000	$24,837	$27,846	$33,925	31
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$37,000	$31,500	$35,700	$37,800	$48,732	9
522.00 Dir Campus Rec	$32,750	$22,006	$29,125	$36,432	$38,813	25
523.00 Dir Enrollment Mgmt	$62,449	$51,013	$61,225	$66,225	$70,979	5
524.00 Dir Minority Affairs	$33,252	$27,871	$32,000	$37,484	$44,886	12
525.00 Dir Conferences	$39,613	$28,000	$36,536	$46,716	$52,500	16

*denotes 3 cases or fewer.

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $104 - $202 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$120,000	$110,000	$118,000	$121,325	$132,500	11
101.10 Asst to Ceo/System	$65,000	$42,400	$53,448	$67,000	$73,753	8
102.00 Ceo / Single Inst	$127,745	$95,760	$115,000	$135,000	$190,000	24
102.10 Asst to Ceo/Single	$69,555	$49,500	$54,000	$72,000	$75,924	17
103.00 Exec Vice Pres	$101,720	$88,400	$96,860	$119,110	$138,255	5
ACADEMIC						
201.00 Chief Acad Off	$95,000	$85,335	$93,000	$97,464	$110,000	37
202.00 Chf Hlth Prof Off	$136,500	$90,475	$130,750	$158,250	$195,000	5
203.00 Dir Library Serv	$72,768	$65,376	$71,177	$75,400	$81,200	32
203.10 Circulatn Librarian	$30,804	$25,743	$29,844	$32,000	$36,500	22
203.20 Acquistns Librarian	$37,857	$31,000	$35,700	$39,960	$43,000	25
203.30 Tech Serv Librarian	$41,394	$33,075	$37,695	$45,600	$51,500	22
203.40 Public Serv Librarian	$46,000	$39,150	$45,000	$46,692	$50,800	13
203.50 Reference Librarian	$40,224	$34,590	$39,137	$41,808	$50,459	23
204.00 Dir Instit Research	$55,120	$45,528	$53,515	$59,018	$61,360	27
204.10 Asst Dir Inst Res	$41,205	$33,754	$38,610	$42,000	$46,798	12
205.00 Dir Educ Media Serv	$50,573	$39,756	$46,416	$52,844	$59,112	22
206.00 Dir Learning Res Ctr	$48,242	$28,233	$45,783	$50,700	$58,500	7
207.00 Dir Internatl Std Ed	$50,004	$41,550	$48,504	$51,340	$59,364	11
208.00 Dir Comp Ctr,Opr/Acad	$61,821	$47,280	$59,233	$65,860	$71,830	15
208.10 Asst Dir CC Opr/Acad	$49,400	$44,241	$49,250	$52,250	$55,579	12
209.00 Admin,Grants-Contract	$52,217	$47,280	$51,095	$55,000	$63,500	28
210.00 Dean,Architecture	$77,082	$75,932	$76,620	$80,000	$86,508	9
211.00 Dean,Agriculture	$81,261	$75,888	$79,500	$81,750	$89,448	11
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$87,894	$82,236	$85,500	$91,520	$95,000	25
214.00 Dean,Business	$94,000	$82,200	$89,640	$95,000	$101,920	43
215.00 Dean,Communications	$70,004	$63,890	$67,024	$71,252	$80,950	5
216.00 Dean,Continuing Ed	$71,485	$59,864	$68,512	$73,150	$75,869	20
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$78,000	$73,700	$77,000	$80,000	$84,000	29
219.00 Dean,Engineering	$96,290	$90,000	$95,680	$99,995	$108,283	23
221.00 Dean,Extension	$88,550	$79,842	$87,157	$89,998	$94,973	5
222.00 Dean,Fine Arts	$75,300	$69,759	$71,800	$78,763	$86,044	10
223.00 Dean,Graduate Program	$79,000	$70,400	$77,000	$80,256	$85,400	31
224.00 Dean,Hlth Rltd Prof	$78,195	$74,112	$77,390	$79,000	$85,000	6
225.00 Dean,Home Economics	$72,200	$62,000	$70,000	$74,400	$77,568	5
226.00 Dean,Humanities	$91,154	$81,530	$84,307	$98,000	$100,000	6
228.00 Dean,Law	$102,962	$91,000	$99,960	$108,876	$120,000	16
229.00 Dean Lib & Inf Sci	$68,900	$64,000	$67,600	$70,200	$72,243	8
231.00 Dean,Medicine	$135,000	$112,550	$129,300	$136,400	$168,172	5
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$78,600	$75,000	$77,743	$79,550	$81,300	11
234.00 Dean,Occ Std/Voc Ed	$70,725	$65,503	$70,410	$72,989	$75,852	5
235.00 Dean,Pharmacy	*	*	*	*	*	3
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$94,002	$78,672	$93,004	$95,000	$125,000	8
238.00 Dean,Social Sciences	$82,025	$77,220	$79,050	$85,000	$90,000	4
239.00 Dean,Social Work	$81,900	$68,025	$74,975	$82,524	$93,327	5
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$73,288	$60,600	$68,394	$75,644	$78,223	5
242.00 Dean,Veterinary Sci	$80,918	$10,000	$79,836	$82,000	$102,440	4
ADMINISTRATIVE						
301.00 Chief Business Off	$88,000	$79,920	$86,500	$93,821	$115,500	29
301.01 Chief Admin Off	$77,153	$72,685	$74,306	$80,000	$102,900	6
301.02 Chief Financial Off	$73,550	$56,800	$67,000	$83,540	$99,100	13
301.10 Dir Health & Safety	$40,346	$36,060	$38,100	$48,732	$59,600	18
301.20 Dir Telecommunic	$47,303	$43,056	$45,144	$49,157	$57,890	22
302.00 Chief Planning Off	$68,130	$59,300	$67,416	$69,120	$87,250	8
303.00 Chief Budgeting Off	$59,660	$52,840	$59,100	$60,384	$70,200	26
303.10 Asst Budget Dir	$47,120	$33,800	$44,600	$47,400	$51,222	16
304.00 Chief Plan Budgt Off	$69,185	$59,520	$68,800	$69,570	$80,004	6
305.00 General Counsel	$77,200	$57,091	$69,500	$80,304	$86,940	22
305.10 Staff Attorneys	$48,820	$42,000	$46,400	$56,258	$64,000	13
306.00 Chf Personnel/HR Off	$62,152	$54,264	$61,000	$64,440	$74,000	34
306.10 Asst Dir Pers/HR	$43,770	$36,000	$39,678	$44,858	$48,763	24
306.20 Manager Benefits	$38,000	$28,600	$36,300	$39,044	$41,749	23
306.30 Manager Training-Dev	$36,550	$30,000	$35,500	$39,260	$42,528	11
306.40 Manager Empl Relatns	$42,148	$31,200	$40,000	$43,236	$47,800	9
306.50 Manager Labor Rel	$47,158	$39,004	$42,475	$51,840	$54,600	6
306.60 Manager Employment	$33,278	$27,945	$31,980	$34,145	$43,090	25
306.70 Mgr Wage-Sal/Mgr,Comp	$33,715	$28,880	$31,200	$34,979	$43,848	23
306.80 Mgr Personnel Inf Sys	$28,978	$24,100	$27,710	$34,674	$38,090	11
307.00 Dir AA/EEO	$50,766	$38,940	$50,000	$51,500	$57,561	28
307.10 Asst Dir AA/EEO	$32,000	$28,572	$30,953	$33,991	$38,500	11
309.00 Dir Computer Center	$74,448	$67,600	$72,888	$77,250	$84,000	30
309.10 Asst Dir Computer Ctr	$62,000	$52,872	$56,070	$65,500	$66,288	11
309.20 Data Base Admin	$47,700	$41,364	$45,840	$48,357	$49,050	17
309.30 Sys Analyst I-Hi	$38,744	$38,360	$38,682	$41,100	$42,515	31
309.40 Sys Analyst II-Lo	$30,172	$29,561	$30,172	$31,907	$37,000	34
309.50 Prog Analyst I-Hi	$27,827	$27,014	$27,014	$28,324	$33,661	56
309.60 Prog Analyst II-Lo	$24,638	$22,401	$24,638	$24,638	$26,722	50
310.00 Dir Comp Ctr Op/Ad	$60,000	$49,000	$55,488	$61,622	$69,011	13
310.10 Asst Dir Cmp Cnt	$58,340	$52,388	$57,630	$59,050	$65,554	7
311.00 Dir Inform Systems	$59,748	$52,541	$56,100	$63,200	$68,640	14
312.00 Chf Phys Plnt/Fac	$64,884	$56,700	$62,504	$67,990	$75,600	36
312.10 Asst Dir Phys Plnt	$52,477	$43,810	$47,630	$53,925	$55,898	20
312.20 Mgr Landscape/Grds	$34,975	$30,264	$34,500	$37,402	$41,297	29

*denotes 3 cases or fewer

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $104 - $202 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$36,804	$33,576	$36,000	$39,648	$43,161	26
312.40 Mgr Tech Trades	$38,920	$33,837	$38,118	$39,230	$43,310	15
312.50 Mgr Custodial Srv	$34,720	$30,612	$33,708	$35,306	$40,632	24
312.60 Mgr Power Plant	$39,300	$31,770	$35,149	$41,620	$48,150	21
313.00 Comptroller	$66,644	$56,000	$62,988	$67,200	$75,500	24
313.10 Manager Payrell	$35,000	$29,800	$32,600	$37,300	$42,947	31
314.00 Dir Accounting	$45,900	$40,519	$43,688	$48,404	$51,477	25
314.10 Staff Accountant-Hi	$25,637	$21,912	$24,717	$29,496	$32,140	36
314.20 Staff Accountant-Lo	$24,832	$21,164	$24,182	$26,250	$32,980	29
315.00 Bursar	$42,352	$39,100	$41,924	$43,330	$51,900	26
315.10 Assc Bursar	$30,854	$25,950	$30,000	$31,440	$38,280	17
316.00 Dir Purchasing	$50,548	$41,250	$48,750	$53,126	$57,800	34
316.10 Assc Dir Purchasing	$35,618	$31,500	$33,717	$38,000	$42,380	22
317.00 Dir Bookstore	$44,500	$36,874	$43,585	$47,169	$49,573	25
317.10 Assc Dir Bookstore	$27,782	$25,400	$27,000	$29,004	$36,982	14
318.00 Dir Internal Audit	$51,000	$42,700	$46,493	$54,400	$58,900	30
319.00 Dir Aux Services	$56,100	$46,410	$48,132	$60,900	$62,080	17
319.10 Mgr Mail Services	$29,168	$22,366	$27,046	$30,102	$34,440	22
320.00 Dir Campus Security	$47,502	$37,459	$45,000	$49,248	$55,210	34
321.00 Dir Risk Mgt/Ins	$47,750	$33,704	$46,300	$49,310	$58,650	15
322.00 Admin Hosp Med Ctr	$106,334	$60,200	$94,690	$117,978	$143,100	4
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$73,500	$59,148	$70,000	$82,000	$85,780	23
401.10 Dir Annual Giving	$40,824	$37,300	$38,574	$48,000	$55,000	19
401.20 Dir Corp/Fndtn Rel	$47,303	$40,952	$44,442	$47,660	$53,731	16
401.30 Coord Res Dev	$30,912	$24,600	$29,597	$32,853	$38,280	14
401.40 Dir Estate Pln	$46,145	$40,640	$44,359	$49,824	$57,750	10
402.00 Chf Pubic Rel Off	$64,000	$55,550	$60,500	$76,000	$85,300	19
402.10 Dir Gov/Leg Rel	$59,311	$45,980	$56,544	$61,975	$75,000	14
403.00 Chf Dev/Pub Rel Off	$85,380	$75,600	$81,800	$87,349	$100,300	13
404.00 Dir Alumni Affairs	$48,882	$37,991	$42,195	$51,638	$59,600	30
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	2
406.00 Dir Spec/Defer Gifts	$48,173	$44,517	$48,000	$55,448	$56,760	7
408.00 Dir Community Serv	*	*	*	*	*	3
409.00 Dir Publications	$42,300	$37,284	$41,700	$43,680	$52,164	23
409.10 Assc Dir Publicatns	$33,840	$29,768	$33,752	$40,920	$51,250	5
409.20 Mgr Printing Srv	$38,630	$32,251	$36,600	$39,353	$42,830	25
410.00 Dir Info Office	$48,742	$42,000	$46,020	$51,030	$59,460	18
411.00 Dir News Bureau	$37,776	$29,229	$34,319	$39,042	$44,563	15
STUDENT SERVICES						
501.00 Chf Student Aff Off	$78,250	$69,800	$73,503	$81,096	$89,965	34
502.00 Dir Admissions	$59,500	$45,432	$56,368	$60,947	$65,452	31
502.10 Assc Dir Admissions	$36,678	$33,000	$35,810	$37,051	$41,040	28
502.20 Admissions Counselor	$23,088	$19,761	$21,386	$23,500	$26,969	23
502.30 Academic Advisor	$24,278	$22,379	$24,278	$24,278	$25,345	24
503.00 Dir.Adm & Registrar	$62,640	$55,946	$62,500	$63,176	$67,200	7
504.00 Registrar	$55,500	$43,207	$51,000	$56,175	$64,270	30
504.00 Assc Registrar	$38,230	$32,348	$37,779	$38,600	$42,375	22
504.20 Asst Registrar	$30,744	$27,308	$29,825	$31,422	$34,103	21
505.00 Dir Adm/Fin Aid	*	*	*	*	*	2
506.00 Dir Student Fin Aid	$51,612	$44,550	$50,800	$53,196	$57,500	33
506.10 Assc Dir Std Fin Aid	$35,700	$33,332	$35,520	$37,575	$41,052	29
507.00 Dir Food Services	$47,767	$40,365	$46,280	$48,950	$54,170	15
507.10 Assc Dir Food Serv	$39,108	$31,200	$37,601	$40,848	$47,775	9
508.00 Dir Student Housing	$50,000	$45,808	$48,650	$52,250	$62,250	29
508.10 Assc Dir Std Housing	$39,123	$30,468	$33,248	$41,080	$43,788	14
508.20 Housing Off/Adm Opr	$34,486	$28,533	$32,889	$35,964	$40,511	20
508.30 Housing Off/Res Life	$31,787	$26,829	$29,175	$35,000	$38,000	18
510.00 Dir Foreign Students	$37,049	$29,975	$35,085	$39,838	$45,004	21
511.00 Dir Student Union	$45,225	$39,696	$43,000	$48,600	$55,320	24
511.10 Assc Dir Std Union	$34,291	$32,162	$33,600	$35,500	$42,068	12
511.20 Std Union Bsn Mgr	$28,689	$23,388	$26,730	$30,648	$37,164	9
512.00 Dir Std Activities	$42,730	$35,820	$41,700	$44,400	$46,080	26
513.00 Dir Std Placement	$46,929	$41,340	$45,740	$49,054	$52,416	34
514.00 Dir Std Counseling	$51,200	$45,000	$50,000	$53,184	$57,500	31
514.10 Assc Dir Std Cnslg	$40,243	$32,977	$39,615	$40,700	$45,708	13
515.00 Dir Std Hlth-Physcn	$76,398	$67,769	$74,316	$78,084	$85,000	26
516.00 Dir Std Hlth-Nurse	$37,400	$36,000	$37,320	$37,691	$41,154	13
517.00 Dir Campus Ministries	$46,863	$35,600	$41,100	$52,625	$55,500	6
518.00 Dir Athletics	$71,374	$60,494	$66,780	$77,380	$82,000	34
519.00 Dir Sports Info	$35,000	$27,680	$32,424	$37,260	$39,463	33
520.00 Dir Athletics/Men	$60,000	$42,900	$51,800	$64,000	$81,479	5
521.00 Dir Athletics/Women	$43,554	$35,295	$40,129	$46,325	$53,466	10
522.00 Dir Campus Rec	$43,200	$33,312	$40,515	$44,845	$47,202	25
523.00 Dir Enrollment Mgmt	$63,827	$60,000	$62,654	$65,000	$69,000	6
524.00 Dir Minority Affairs	$39,650	$36,000	$38,665	$41,000	$47,000	12
525.00 Dir Conferences	$40,308	$36,830	$38,918	$44,700	$49,071	16

*denotes 3 cases or fewer.

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $202 - $318 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$124,500	$115,000	$123,365	$130,500	$159,999	9
101.10 Asst to Ceo/System	*	*	*	*	*	3
102.00 Ceo / Single Inst	$124,420	$110,500	$115,707	$129,388	$143,378	28
102.10 Asst to Ceo/Single	$58,850	$44,748	$50,648	$70,296	$87,500	19
103.00 Exec Vice Pres	$109,623	$94,900	$101,382	$123,203	$137,500	15
ACADEMIC						
201.00 Chief Acad Off	$111,300	$90,235	$106,000	$113,000	$130,000	34
202.00 Chf Hlth Prof Off	$126,500	$105,000	$120,000	$133,128	$180,000	16
203.00 Dir Library Serv	$81,137	$72,600	$78,228	$83,000	$86,000	34
203.10 Circulatn Librarian	$32,799	$26,880	$29,704	$33,000	$37,700	26
203.20 Acquistns Librarian	$37,100	$31,284	$36,141	$39,144	$43,000	29
203.30 Tech Serv Librarian	$49,531	$42,900	$48,694	$50,400	$53,200	23
203.40 Public Serv Librarian	$51,688	$45,803	$48,900	$53,200	$56,500	21
203.50 Reference Librarian	$38,811	$33,117	$34,929	$40,916	$44,850	25
204.00 Dir Instit Research	$60,000	$47,600	$57,197	$63,911	$75,000	27
204.10 Assc Dir Inst Res	$42,409	$37,500	$39,312	$43,900	$51,847	15
205.00 Dir Educ Media Serv	$47,277	$40,032	$46,520	$50,542	$54,123	21
206.00 Dir Learning Res Ctr	$49,726	$42,912	$48,600	$51,000	$60,175	15
207.00 Dir Internatl Std Ed	$68,797	$42,199	$55,900	$69,072	$74,039	13
208.00 Dir Comp Ctr,Opr/Acad	$71,412	$53,073	$66,848	$75,000	$84,000	26
208.10 Assc Dir CC Opr/Acad	$53,968	$44,799	$49,430	$58,100	$61,524	12
209.00 Admn,Grants-Contract	$59,156	$49,452	$53,703	$63,300	$80,000	28
210.00 Dean,Architecture	$81,500	$70,000	$80,000	$84,000	$95,000	13
211.00 Dean,Agriculture	$97,248	$84,070	$93,500	$99,500	$105,100	14
212.00 Dean,Arts & Letters	$86,599	$82,000	$82,236	$90,961	$122,222	4
213.00 Dean,Arts & Sciences	$94,282	$81,300	$88,500	$95,500	$100,000	24
214.00 Dean,Business	$100,000	$91,000	$98,182	$106,400	$116,500	32
215.00 Dean,Communications	$78,225	$73,150	$76,000	$84,100	$85,000	7
216.00 Dean,Continuing Ed	$74,000	$68,000	$72,610	$78,000	$83,000	23
217.00 Dean,Dentistry	$119,000	$93,972	$111,600	$120,636	$128,000	10
218.00 Dean,Education	$85,000	$75,406	$82,968	$88,100	$93,000	27
219.00 Dean,Engineering	$106,000	$90,804	$98,508	$106,920	$110,251	29
221.00 Dean,Extension	$83,240	$78,896	$82,480	$84,000	$87,500	6
222.00 Dean,Fine Arts	$80,845	$64,896	$78,225	$84,497	$87,500	12
223.00 Dean,Graduate Program	$87,900	$73,700	$84,189	$90,400	$102,362	30
224.00 Dean,Hlth-Rltd Prof	$80,589	$80,000	$80,589	$80,589	$85,105	11
225.00 Dean,Home Economics	$77,480	$75,000	$76,800	$81,770	$93,600	13
226.00 Dean,Humanities	$80,000	$67,650	$77,800	$90,663	$104,612	5
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$121,480	$97,176	$117,647	$127,444	$139,183	20
229.00 Dean Lib & Inf Sci	$85,000	$62,000	$74,500	$86,780	$99,280	5
230.00 Dean,Mathematics	*	*	*	*	*	3
231.00 Dean,Medicine	$160,143	$123,300	$146,016	$165,850	$175,500	17
232.00 Dean,Music	$74,520	$59,560	$71,815	$77,224	$93,090	4
233.00 Dean,Nursing	$83,559	$72,999	$79,857	$84,735	$96,000	19
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	$94,153	$86,407	$91,150	$96,657	$103,138	11
236.00 Dean,Public Health	$109,397	$80,649	$94,000	$124,794	$136,000	4
237.00 Dean,Sciences	$98,743	$89,500	$93,000	$101,116	$107,539	11
238.00 Dean,Social Sciences	$97,582	$91,200	$96,180	$98,984	$107,000	8
239.00 Dean,Social Work	$84,817	$68,975	$82,213	$85,537	$91,500	15
240.00 Dean,Special Programs	*	*	*	*	*	1
241.00 Dean,Undergrad Prog	$84,688	$72,000	$84,525	$84,850	$88,550	8
242.00 Dean,Veterinary Sci	$100,428	$88,500	$93,612	$105,000	$107,500	7
ADMINISTRATIVE						
301.00 Chief Business Off	$93,563	$88,300	$91,200	$97,000	$112,000	23
301.01 Chief Admin Off	$95,048	$85,150	$90,864	$97,106	$103,000	11
301.02 Chief Financial Off	$70,200	$64,492	$69,770	$76,519	$100,250	16
301.10 Dir Health & Safety	$47,902	$41,000	$45,224	$55,845	$65,000	28
301.20 Dir Telecommunic	$53,040	$44,465	$49,750	$58,002	$64,000	31
302.00 Chief Planning Off	$87,497	$68,900	$83,953	$88,894	$93,264	11
303.00 Chief Budgeting Off	$56,975	$47,250	$54,541	$62,500	$74,600	29
303.10 Assc Budget Dir	$47,100	$38,889	$44,602	$49,300	$62,417	16
304.00 Chief Plan-Budgt Off	$72,346	$66,150	$71,907	$74,000	$87,000	11
305.00 General Counsel	$75,360	$67,315	$73,700	$76,850	$87,450	22
305.10 Staff Attorneys	$42,840	$40,365	$42,351	$45,000	$54,005	21
306.00 Chf Personnel/HR Off	$65,000	$51,165	$58,200	$66,017	$78,762	36
306.10 Assc Dir Pers/HR	$51,850	$42,948	$45,942	$56,180	$59,937	15
306.20 Manager Benefits	$37,010	$31,100	$34,500	$38,964	$43,654	29
306.30 Manager Training-Dev	$33,432	$30,747	$32,905	$36,259	$41,850	25
306.40 Manager Empl Relatns	$36,353	$31,930	$35,000	$37,892	$40,000	15
306.50 Manager Labor Rel	$50,500	$46,400	$48,746	$52,056	$55,115	12
306.60 Manager Employment	$36,365	$30,000	$32,604	$40,042	$43,701	31
306.70 Mgr Wage-Sal/Mgr,Comp	$35,196	$30,000	$33,903	$36,910	$45,609	27
306.80 Mgr Personnel Inf Sys	$36,063	$28,065	$33,200	$37,500	$45,653	14
307.00 Dir AA/EEO	$55,000	$41,367	$50,350	$58,000	$66,100	27
307.10 Assc Dir AA/EEO	$35,390	$30,000	$33,849	$43,792	$45,759	12
309.00 Dir Computer Center	$75,000	$63,438	$72,108	$79,236	$97,010	29
309.10 Assc Dir Computer Ctr	$58,542	$52,200	$57,026	$62,000	$75,000	12
309.20 Data Base Admin	$45,975	$39,900	$43,845	$49,140	$53,160	22
309.30 Sys Analyst I-Hi	$40,236	$37,324	$39,588	$41,895	$43,519	33
309.40 Sys Analyst II-Lo	$31,151	$28,450	$30,160	$33,122	$37,034	30
309.50 Prog Analyst I-Hi	$31,328	$30,128	$31,328	$31,328	$39,915	83
309.60 Prog Analyst II-Lo	$24,582	$21,000	$23,148	$25,032	$29,428	72
310.00 Dir Comp Ctn Op/Ad	$59,805	$54,080	$58,000	$63,250	$73,740	18
310.10 Assc Dir Cmp Cnt	$50,365	$45,230	$49,252	$51,909	$60,050	10
311.00 Dir Inform Systems	$56,507	$49,000	$53,772	$58,416	$67,510	15
312.00 Chf Phys Plnt/Fac	$70,149	$60,800	$68,500	$71,700	$80,000	34

*denotes 3 cases or fewer.

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $202 - $318 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$51,004	$43,378	$48,947	$51,801	$64,100	24
312.20 Mgr Landscape/Grds	$36,517	$31,474	$35,000	$37,650	$44,892	30
312.30 Mgr Bldg Mnt Trades	$39,865	$33,419	$36,460	$44,400	$48,000	27
312.40 Mgr Tech Trades	$35,857	$31,730	$35,580	$38,500	$43,654	14
312.50 Mgr Custodial Srv	$35,454	$30,408	$33,476	$37,000	$40,768	29
312.60 Mgr Power Plant	$42,779	$34,608	$38,000	$44,000	$56,032	23
313.00 Comptroller	$70,480	$59,427	$66,840	$74,600	$80,000	32
313.10 Manager Payroll	$42,108	$34,250	$37,910	$43,654	$47,250	35
314.00 Dir Accounting	$48,000	$40,000	$47,250	$49,884	$56,500	29
314.10 Staff Accountant-Hi	$29,897	$26,943	$29,897	$30,499	$32,621	49
314.20 Staff Accountant-Lo	$24,648	$20,952	$22,788	$24,648	$24,648	75
315.00 Bursar	$45,469	$34,308	$42,275	$47,750	$51,594	20
315.10 Assc Bursar	$39,280	$30,999	$38,837	$39,723	$43,776	8
316.00 Dir Purchasing	$49,305	$44,520	$48,400	$51,400	$55,000	36
316.10 Assc Dir Purchasing	$38,991	$33,955	$38,100	$42,176	$44,645	22
317.00 Dir Bookstore	$41,439	$38,430	$40,324	$45,132	$54,800	24
317.10 Assc Dir Bookstore	$31,910	$26,227	$31,300	$33,407	$37,217	9
318.00 Dir Internal Audit	$54,644	$46,100	$48,200	$58,000	$63,000	28
319.00 Dir Aux Services	$62,212	$55,194	$58,777	$64,833	$70,550	20
319.10 Mgr Mail Services	$29,130	$24,200	$27,761	$30,557	$33,598	31
320.00 Dir Campus Security	$50,496	$43,600	$47,570	$53,569	$58,680	31
321.00 Dir Risk Mgt/Ins	$44,215	$33,981	$43,200	$48,800	$54,825	18
322.00 Admin Hosp Med Ctr	$132,465	$65,208	$131,012	$135,500	$148,200	9
322.10 Dir Med Ctr Pub Rel	$47,817	$38,100	$41,988	$53,281	$69,151	10
322.10 Dir Med Ctr Pers	$50,000	$41,919	$45,000	$55,081	$83,700	9
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$83,850	$66,073	$79,700	$88,552	$99,000	26
401.10 Dir Annual Giving	$43,640	$33,310	$38,800	$46,864	$54,000	23
401.20 Dir Corp/Fndtn Rel	$50,900	$36,840	$45,684	$51,160	$60,940	23
401.30 Coord Res Dev	$29,558	$25,464	$27,919	$33,400	$39,600	15
401.40 Dir Estate Pln	$49,771	$41,744	$48,300	$59,681	$61,400	15
402.00 Chf Pubic Rel Off	$63,600	$56,836	$61,600	$73,613	$90,000	26
402.10 Dir Gov/Leg Rel	$64,776	$52,115	$62,300	$72,500	$75,075	21
403.00 Chf Dev/Pub Rel Off	$107,000	$89,504	$99,879	$110,100	$135,606	10
404.00 Dir Alumni Affairs	$58,000	$49,197	$53,004	$62,423	$65,400	28
405.00 Dir Dev/Alumni Aff	$71,500	$49,500	$68,500	$74,500	$90,100	8
406.00 Dir Spec/Defer Gifts	$49,348	$46,325	$48,300	$50,395	$72,500	9
408.00 Dir Community Serv	$63,893	$28,919	$59,640	$68,145	$80,560	4
409.00 Dir Publications	$42,940	$34,070	$38,951	$45,828	$56,726	24
409.10 Assc Dir Publicatns	$32,275	$27,408	$30,550	$34,000	$38,181	5
409.20 Mgr Printing Srv	$40,968	$35,400	$37,226	$45,167	$51,506	25
410.00 Dir Info Office	$56,000	$47,108	$53,200	$58,000	$65,448	16
411.00 Dir News Bureau	$38,736	$37,926	$38,118	$39,100	$45,003	17
STUDENT SERVICES						
501.00 Chf Student Aff Off	$81,838	$70,000	$78,000	$83,000	$91,000	34
502.00 Dir Admissions	$55,911	$44,050	$52,210	$57,835	$65,500	30
502.10 Assc Dir Admissions	$34,133	$31,915	$32,835	$36,750	$40,337	32
502.20 Admissions Counselor	$22,950	$18,650	$20,185	$24,946	$30,350	31
502.30 Academic Advisor	$21,666	$20,766	$21,666	$21,666	$23,463	48
503.00 Dir Adm & Registrar	$64,248	$60,000	$64,174	$64,407	$79,500	9
504.00 Registrar	$52,825	$45,721	$50,300	$54,200	$58,300	32
504.00 Assc Registrar	$37,077	$31,000	$36,061	$38,500	$42,534	24
504.20 Asst Registrar	$28,867	$23,087	$27,900	$29,500	$33,325	21
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$51,934	$46,466	$50,184	$54,000	$56,720	34
506.10 Assc Dir Std Fin Aid	$36,750	$31,900	$35,778	$38,600	$40,906	29
507.00 Dir Food Services	$53,500	$42,000	$48,200	$54,620	$63,700	19
507.10 Assc Dir Food Serv	$42,586	$37,813	$40,138	$42,586	$50,996	16
508.00 Dir Student Housing	$50,960	$40,920	$48,200	$54,282	$59,038	29
508.10 Assc Dir Std Housing	$38,955	$28,745	$35,177	$41,471	$48,789	15
508.20 Housing Off/Adm Opr	$39,750	$30,003	$38,260	$42,047	$43,798	15
508.30 Housing Off/Res Life	$37,265	$29,380	$36,124	$39,000	$44,347	22
510.00 Dir Foreign Students	$38,336	$34,372	$38,016	$39,110	$51,160	19
511.00 Dir Student Union	$46,925	$41,300	$45,120	$48,100	$54,950	24
511.10 Assc Dir Std Union	$35,527	$30,960	$34,213	$37,750	$42,845	15
511.20 Std Union Bsn Mgr	$31,860	$28,[illegible]	$30,500	$32,454	$35,000	13
512.00 Dir Std Activities	$42,975	$36,750	$41,000	$44,350	$56,564	24
513.00 Dir Std Placement	$46,250	$40,300	$45,040	$48,072	$53,200	34
514.00 Dir Std Counseling	$54,954	$44,663	$52,098	$58,600	$62,263	31
514.10 Assc Dir Std Cnslg	$44,258	$37,820	$43,912	$51,000	$55,000	16
515.00 Dir Std Hlth-Physicn	$77,910	$66,044	$74,407	$78,526	$90,389	25
516.00 Dir Std Hlth-Nurse	$36,517	$35,009	$36,066	$37,000	$38,200	12
517.00 Dir Campus Ministries	$50,000	$42,280	$49,250	$53,000	$56,000	6
518.00 Dir Athletics	$84,385	$74,550	$81,600	$90,000	$99,999	35
519.00 Dir Sports Info	$33,243	$28,000	$31,517	$33,998	$43,000	28
520.00 Dir Athletics/Men	$47,425	$44,000	$45,150	$49,700	$66,938	4
521.00 Dir Athletics/Women	$43,600	$39,000	$43,200	$44,000	$48,906	4
522.00 Dir Campus Rec	$39,929	$31,737	$38,690	$41,100	$49,196	28
523.00 Dir Enrollment Mgmt	$67,410	$53,516	$66,466	$68,859	$72,654	5
524.00 Dir Minority Affairs	$48,900	$30,232	$45,000	$51,319	$66,500	14
525.00 Dir Conferences	$44,648	$40,630	$43,094	$47,600	$54,000	16

*denotes 3 cases or fewer.

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $318 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$146,500	$145,000	$146,280	$150,000	$162,839	9
101.10 Asst to Ceo/System	$72,500	$69,123	$72,000	$73,000	$86,800	4
102.00 Ceo / Single Inst	$140,000	$113,000	$130,000	$143,377	$165,100	24
102.10 Asst to Ceo/Single	$70,800	$59,500	$64,500	$74,200	$81,405	17
103.00 Exec Vice Pres	$160,500	$120,000	$160,000	$161,000	$165,000	9
ACADEMIC						
201.00 Chief Acad Off	$122,375	$109,993	$120,000	$130,500	$149,480	33
202.00 Chf Hlth Prof Off	$187,707	$94,000	$134,053	$212,100	$245,000	20
203.00 Dir Library Serv	$91,100	$74,404	$84,000	$95,867	$105,000	31
203.10 Circulatn Librarian	$34,903	$31,500	$33,852	$38,428	$42,000	28
203.20 Acquistns Librarian	$41,747	$35,942	$40,000	$42,235	$48,692	29
203.30 Tech Serv Librarian	$56,064	$48,345	$54,500	$57,000	$63,071	24
203.40 Public Serv Librarian	$55,782	$48,500	$54,254	$58,078	$61,708	16
203.50 Reference Librarian	$42,100	$37,254	$39,290	$45,100	$51,000	28
204.00 Dir Instit Research	$60,000	$55,000	$58,160	$61,900	$64,150	21
204.10 Asso Dir Inst Res	$46,221	$37,952	$44,793	$48,346	$54,044	10
205.00 Dir Educ Media Serv	$56,520	$45,500	$53,000	$57,988	$62,400	13
206.00 Dir Learning Res Ctr	$51,627	$44,300	$47,874	$51,731	$71,600	12
207.00 Dir Infernatl Std Ed	$61,625	$45,900	$54,750	$73,150	$85,208	15
208.00 Dir Comp Ctr,Opr/Acad	$72,638	$55,920	$63,949	$74,559	$91,620	24
208.10 Assc Dir CC Opr/Acad	$66,050	$54,780	$62,200	$69,187	$74,700	16
209.00 Admn,Grants-Contract	$75,175	$60,300	$71,447	$78,200	$82,747	31
210.00 Dean,Architecture	$92,000	$85,050	$88,000	$97,679	$100,080	17
211.00 Dean,Agriculture	$110,645	$103,350	$108,000	$119,200	$132,000	12
212.00 Dean,Arts & Letters	$100,000	$97,350	$98,850	$100,000	$100,600	5
213.00 Dean,Arts & Sciences	$108,929	$96,168	$103,000	$119,000	$131,250	22
214.00 Dean,Business	$126,400	$106,500	$113,379	$130,000	$150,000	26
215.00 Dean,Communications	$96,500	$88,200	$92,218	$101,890	$105,000	12
216.00 Dean,Continuing Ed	$83,000	$58,300	$67,302	$84,900	$92,500	19
217.00 Dean,Dentistry	$122,500	$109,904	$113,060	$133,000	$142,125	10
218.00 Dean,Education	$93,000	$85,639	$91,926	$94,800	$102,860	26
219.00 Dean,Engineering	$117,286	$107,000	$114,720	$121,408	$142,000	27
221.00 Dean,Extension	$95,750	$85,124	$92,700	$98,800	$104,182	6
222.00 Dean,Fine Arts	$80,000	$76,661	$80,000	$94,000	$97,000	11
223.00 Dean,Graduate Program	$100,000	$75,000	$90,613	$103,000	$109,120	23
224.00 Dean,Hlth-Rltd Prof	$93,921	$79,300	$87,458	$100,384	$107,033	5
225.00 Dean,Home Economics	$92,650	$86,000	$89,350	$96,100	$99,500	7
226.00 Dean,Humanities	$93,803	$87,400	$91,125	$96,480	$98,560	4
228.00 Dean,Law	$128,492	$110,000	$127,600	$131,000	$145,800	23
229.00 Dean Lib & Inf Sci	$86,000	$80,000	$85,100	$88,828	$98,248	11
230.00 Dean,Mathematics	$73,182	$58,900	$63,200	$83,164	$116,640	4
231.00 Dean,Medicine	$200,000	$126,000	$179,000	$205,140	$240,000	21
232.00 Dean,Music	$92,450	$72,314	$86,825	$96,250	$103,436	10
233.00 Dean,Nursing	$99,580	$83,450	$96,805	$102,357	$105,500	18
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	$101,374	$77,539	$101,371	$105,403	$111,500	14
236.00 Dean,Public Health	$129,546	$125,600	$128,100	$130,992	$172,000	6
237.00 Dean,Sciences	$106,710	$90,000	$96,168	$110,000	$110,200	7
238.00 Dean,Social Sciences	$101,550	$91,125	$100,100	$103,000	$104,040	6
239.00 Dean,Social Work	$88,300	$83,000	$88,275	$89,700	$106,700	13
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$86,150	$47,640	$80,300	$92,000	$135,000	4
242.00 Dean,Veterinary Sci	$109,500	$92,240	$94,620	$119,900	$137,800	9
ADMINISTRATIVE						
301.00 Chief Business Off	$110,165	$98,226	$106,700	$125,000	$137,000	24
301.01 Chief Admin Off	$98,000	$87,937	$92,230	$110,500	$115,000	8
301.02 Chief Financial Off	$93,816	$77,283	$86,500	$100,156	$111,250	12
301.10 Dir Health & Safety	$62,150	$51,000	$61,600	$63,300	$69,543	28
301.20 Dir Telecommunic	$54,920	$50,500	$52,599	$58,900	$71,503	26
302.00 Chief Planning Off	$66,500	$55,400	$65,000	$96,000	$122,800	11
303.00 Chief Budgeting Off	$68,040	$59,832	$65,708	$73,465	$87,150	26
303.10 Assc Budget Dir	$53,500	$42,389	$51,000	$58,500	$65,800	21
304.00 Chief Plan-Budgt Off	$100,500	$83,498	$96,575	$102,600	$106,000	11
305.00 General Counsel	$88,300	$73,150	$87,998	$90,250	$117,750	27
305.10 Staff Attorneys	$56,160	$44,619	$54,805	$62,520	$70,247	23
306.00 Chf Personnel/HR Off	$79,200	$72,000	$78,000	$86,300	$99,900	32
306.10 Assc Dir Pers/HR	$54,028	$47,850	$52,846	$56,606	$67,050	18
306.20 Manager Benefits	$45,100	$40,000	$43,263	$46,554	$52,150	30
306.30 Manager Training-Dev	$45,000	$37,761	$42,000	$46,000	$46,988	24
306.40 Manager Empl Relatns	$44,752	$35,805	$40,250	$48,300	$52,162	14
306.50 Manager Labor Rel	$45,855	$41,400	$43,275	$52,492	$67,200	14
306.60 Manager Employment	$42,824	$32,000	$40,000	$44,675	$48,300	29
306.70 Mgr Wage-Sal/Mgr Comp	$42,100	$34,700	$39,400	$43,800	$47,711	24
306.80 Mgr Personnel Inf Sys	$43,172	$40,476	$42,000	$44,544	$50,400	16
307.00 Dir AA/EEO	$57,999	$51,000	$54,643	$62,738	$72,500	28
307.10 Assc Dir AA/EEO	$40,077	$33,528	$38,000	$41,521	$44,544	12
308.00 Dir Pers-AA	*	*	*	*	*	3
309.00 Dir Computer Center	$79,250	$71,100	$75,579	$85,000	$94,308	18
309.10 Assc Dir Computer Ctr	$69,500	$62,439	$67,843	$70,335	$80,845	10
309.20 Data Base Admin	$48,475	$41,800	$47,309	$49,861	$52,162	16
309.30 Sys Analyst I-Hi	$42,072	$38,104	$41,000	$43,430	$48,879	28
309.40 Sys Analyst II-Lo	$32,389	$29,000	$31,797	$32,802	$36,659	24
309.50 Prog Analyst I-Hi	$36,480	$28,304	$31,000	$37,900	$44,268	31
309.60 Prog Analyst II-Lo	$25,554	$22,644	$25,175	$26,690	$31,882	29
310.00 Dir Comp Ctr Op/Ad	$71,600	$59,231	$67,000	$74,559	$86,000	27
310.10 Assc Dir Cmp Cnt	$63,882	$53,462	$57,564	$66,005	$75,521	13
311.00 Dir Inform Systems	$74,800	$55,124	$60,375	$86,900	$104,250	16
312.00 Chf Phys Plnt/Fac	$80,037	$69,000	$78,750	$84,800	$99,369	14

*denotes 3 cases or fewer.

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $318 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$62,494	$54,301	$59,559	$69,595	$79,450	25
312.20 Mgr Landscape/Grds	$41,491	$34,615	$39,174	$45,100	$53,311	27
312.30 Mgr Bldg Mnt Trades	$46,874	$38,650	$44,545	$51,701	$56,000	27
312.40 Mgr Tech Trades	$51,684	$44,486	$49,750	$54,821	$62,979	16
312.50 Mgr Custodial Srv	$44,184	$33,407	$40,000	$47,744	$56,520	26
312.60 Mgr Power Plant	$46,950	$40,000	$45,777	$47,900	$54,726	24
313.00 Comptroller	$80,425	$68,981	$78,500	$83,600	$95,300	30
313.10 Manager Payroll	$46,500	$36,138	$42,750	$49,172	$54,588	35
314.00 Dir Accounting	$58,071	$47,290	$53,000	$61,000	$74,000	29
314.10 Staff Accountant-Hi	$31,379	$27,341	$30,828	$35,000	$44,614	29
314.20 Staff Accountant-Lo	$23,569	$22,042	$23,000	$24,500	$27,106	29
315.00 Bursar	$52,284	$40,000	$50,000	$53,850	$67,000	22
315.10 Assc Bursar	$37,200	$30,000	$36,150	$39,400	$41,000	7
316.00 Dir Purchasing	$60,000	$52,550	$59,200	$62,800	$71,000	33
316.10 Assc Dir Purchasing	$50,000	$38,220	$46,100	$52,501	$54,400	19
317.00 Dir Bookstore	$48,516	$43,654	$47,000	$50,800	$61,000	24
317.10 Assc Dir Bookstore	$40,250	$31,138	$34,992	$42,550	$46,500	12
318.00 Dir Internal Audit	$64,415	$57,000	$60,795	$70,500	$82,600	31
319.00 Dir Aux Services	$75,250	$59,958	$71,407	$76,728	$83,696	20
319.10 Mgr Mail Services	$28,451	$25,900	$28,000	$29,956	$34,400	26
320.00 Dir Campus Security	$59,250	$47,000	$55,400	$63,000	$71,200	36
321.00 Dir Risk Mgt/Ins	$55,000	$45,990	$50,058	$61,500	$66,900	28
322.00 Admin Hosp Med Ctr	$125,000	$72,600	$122,000	$125,160	$173,340	14
322.10 Dir Med Ctr Pub Rel	$57,000	$45,950	$52,920	$63,906	$80,575	13
322.10 Dir Med Ctr Pers	$65,000	$49,320	$56,000	$66,800	$78,355	10
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$94,710	$85,000	$90,300	$116,300	$130,500	25
401.10 Dir Annual Giving	$50,160	$39,600	$47,740	$53,000	$61,207	19
401.20 Dir Corp/Fndtn Rel	$52,000	$46,175	$49,376	$55,560	$67,000	23
401.30 Coord Res Dev	$42,896	$37,000	$42,200	$45,996	$56,616	10
401.40 Dir Estate Pln	$57,796	$53,000	$56,700	$57,967	$78,440	11
402.00 Chf Pubic Rel Off	$89,907	$70,989	$78,000	$93,960	$103,500	24
402.10 Dir Gov/Leg Rel	$79,579	$61,339	$76,200	$84,000	$92,640	22
403.00 Chf Dev/Pub Rel Off	$101,400	$98,900	$100,700	$105,200	$124,500	6
404.00 Dir Alumni Affairs	$68,520	$50,800	$60,124	$70,000	$75,500	23
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	2
406.00 Dir Spec/Defer Gifts	$57,000	$34,200	$53,000	$57,967	$75,000	20
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$58,228	$46,690	$51,696	$68,145	$75,800	11
409.00 Dir Publications	$46,250	$40,867	$44,000	$50,143	$54,120	27
409.10 Assc Dir Publicatns	$34,192	$30,557	$33,655	$37,767	$42,990	11
409.20 Mgr Printing Srv	$42,224	$34,820	$40,758	$44,842	$54,660	25
410.00 Dir Info Office	$55,507	$46,000	$52,134	$57,239	$68,501	16
411.00 Dir News Bureau	$49,083	$40,497	$48,800	$54,054	$70,875	16
STUDENT SERVICES						
501.00 Chf Student Aff Off	$90,725	$79,400	$90,000	$92,000	$101,000	29
502.00 Dir Admissions	$65,499	$54,080	$62,160	$67,000	$81,875	32
502.10 Assc Dir Admissions	$39,529	$35,179	$38,511	$45,192	$56,713	30
502.20 Admissions Counselor	$26,500	$21,646	$25,820	$27,575	$35,000	23
502.30 Academic Advisor	$26,300	$21,557	$24,513	$26,614	$30,962	15
503.00 Dir.Adm & Registrar	$84,012	$76,946	$81,165	$85,006	$89,500	5
504.00 Registrar	$64,020	$54,000	$62,000	$65,600	$67,619	33
504.00 Assc Registrar	$44,516	$36,087	$43,200	$45,099	$49,730	24
504.20 Asst Registrar	$36,975	$30,600	$34,995	$37,777	$42,696	25
505.00 Dir Adm/Fin Aid	*	*	*	*	*	1
506.00 Dir Student Fin Aid	$58,000	$49,194	$54,440	$63,446	$73,144	35
506.10 Assc Dir Std Fin Aid	$39,328	$33,046	$35,360	$41,100	$53,000	26
507.00 Dir Food Services	$62,100	$54,600	$61,244	$65,100	$67,580	22
507.10 Assc Dir Food Serv	$49,547	$40,000	$46,000	$52,887	$62,000	15
508.00 Dir Student Housing	$62,000	$43,680	$56,650	$65,000	$73,700	29
508.10 Assc Dir Std Housing	$44,000	$32,325	$41,913	$47,900	$57,300	19
508.20 Housing Off/Adm Opr	$40,212	$32,242	$37,950	$44,000	$48,100	19
508.30 Housing Off/Res Life	$43,086	$28,107	$34,480	$45,120	$50,800	16
510.00 Dir Foreign Students	$47,600	$38,469	$44,310	$50,540	$51,868	24
511.00 Dir Student Union	$53,371	$43,700	$51,480	$55,300	$64,658	29
511.10 Assc Dir Std Union	$40,692	$31,120	$37,185	$42,480	$49,465	14
511.20 Std Union Bsn Mgr	$36,750	$27,071	$30,548	$38,023	$43,217	18
512.00 Dir Std Activities	$46,237	$38,059	$43,200	$50,578	$57,716	21
513.00 Dir Std Placement	$52,489	$41,000	$51,000	$55,641	$60,357	34
514.00 Dir Std Counseling	$58,935	$50,107	$56,704	$61,013	$68,137	30
514.10 Assc Dir Std Cnslg	$41,964	$35,513	$40,794	$45,420	$50,490	20
515.00 Dir Std Hlth-Physicn	$90,523	$80,924	$85,800	$95,296	$105,897	32
516.00 Dir Std Hlth-Nurse	$40,999	$35,745	$39,588	$42,200	$45,200	13
517.00 Dir Campus Ministries	$59,200	$44,506	$58,600	$63,350	$71,250	6
518.00 Dir Athletics	$95,250	$80,500	$93,360	$97,200	$105,000	28
519.00 Dir Sports Info	$38,431	$31,730	$36,870	$41,563	$46,131	30
520.00 Dir Athletics/Men	$58,056	$51,213	$54,686	$66,190	$105,000	12
521.00 Dir Athletics/Women	$51,462	$48,000	$50,468	$52,416	$67,920	17
522.00 Dir Campus Rec	$46,979	$41,280	$45,234	$50,000	$56,550	28
523.00 Dir Enrollment Mgmt	*	*	*	*	*	2
524.00 Dir Minority Affairs	$38,499	$30,500	$37,698	$54,540	$63,292	11
525.00 Dir Conferences	$47,138	$37,300	$44,800	$52,000	$55,080	17

*denotes 3 cases or fewer

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th. Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$80,000	$75,000	$80,000	$80,000	$100,000	8
101.10 Asst to Ceo/System	*	*	*	*	*	3
102.00 Ceo / Single Inst	$90,200	$75,858	$86,900	$93,300	$104,304	74
102.10 Asst to Ceo/Single	$46,865	$27,500	$32,500	$48,000	$57,000	30
103.00 Exec Vice Pres	$70,000	$54,731	$65,500	$72,735	$80,154	15
ACADEMIC						
201.00 Chief Acad Off	$69,000	$59,000	$66,504	$71,000	$77,500	74
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$43,784	$34,410	$41,000	$46,336	$53,616	75
203.10 Circulatn Librarian	$24,000	$19,500	$22,000	$25,980	$29,926	37
203.20 Acquistns Librarian	$28,115	$21,000	$25,548	$29,403	$31,565	38
203.30 Tech Serv Librarian	$28,878	$23,220	$27,000	$31,500	$33,600	51
203.40 Public Serv Librarian	$29,624	$24,465	$26,673	$31,048	$33,922	30
203.50 Reference Librarian	$27,000	$20,500	$24,529	$28,407	$31,352	65
204.00 Dir Instit Research	$40,084	$32,184	$38,260	$47,147	$56,150	34
204.10 Assc Dir Inst Res	$28,890	$20,400	$21,000	$36,780	$42,500	4
205.00 Dir Educ Media Serv	$30,799	$22,200	$25,100	$32,441	$43,010	32
206.00 Dir Learning Res Ctr	$30,305	$25,000	$29,012	$36,500	$41,965	27
207.00 Dir Internatl Std Ed	$34,650	$22,650	$26,000	$40,000	$47,250	9
208.00 Dir Comp Ctr,Opr/Acad	$38,940	$32,669	$38,000	$40,605	$47,440	27
208.10 Assc Dir CC Opr/Acad	$22,000	$18,151	$20,000	$22,903	$28,867	7
209.00 Admn,Grants-Contract	$34,000	$23,093	$29,223	$35,416	$52,460	26
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$52,716	$50,633	$52,176	$53,000	$53,558	7
213.00 Dean,Arts & Sciences	$61,500	$48,000	$57,855	$64,304	$68,640	31
214.00 Dean,Business	$61,700	$46,300	$57,000	$64,705	$68,124	40
215.00 Dean,Communications	*	*	*	*	*	2
216.00 Dean,Continuing Ed	$44,213	$36,000	$38,000	$52,000	$58,800	27
218.00 Dean,Education	$57,516	$43,072	$53,000	$58,519	$62,300	36
219.00 Dean,Engineering	$62,579	$46,670	$55,771	$72,422	$78,488	9
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$54,397	$50,567	$50,938	$57,855	$66,115	6
223.00 Dean,Graduate Program	$51,453	$40,520	$49,682	$55,540	$63,500	34
224.00 Dean,Hlth-Rltd Prof	$60,000	$51,894	$57,500	$62,268	$66,238	7
226.00 Dean,Humanities	$56,129	$41,909	$53,923	$59,106	$63,748	11
228.00 Dean,Law	*	*	*	*	*	2
229.00 Dean Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$47,451	$43,585	$45,810	$49,726	$55,840	5
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	$52,000	$46,500	$51,000	$56,850	$69,836	5
233.00 Dean,Nursing	$46,860	$38,000	$44,000	$52,296	$56,700	17
234.00 Dean,Occ Std/Voc Ed	$52,835	$45,400	$48,532	$57,137	$68,124	4
237.00 Dean,Sciences	$57,308	$50,633	$53,000	$62,256	$67,600	13
238.00 Dean,Social Sciences	$46,060	$38,500	$39,012	$53,108	$57,696	6
239.00 Dean,Social Work	$50,880	$35,441	$44,322	$56,649	$64,659	5
240.00 Dean,Special Programs	$52,650	$35,200	$52,500	$52,800	$74,323	8
241.00 Dean,Undergrad Prog	$48,000	$45,280	$47,900	$51,000	$57,372	13
ADMINISTRATIVE						
301.00 Chief Business Off	$65,000	$52,988	$59,166	$70,000	$76,768	70
301.01 Chief Admin Off	$52,050	$40,000	$51,000	$53,100	$59,000	9
301.02 Chief Financial Off	$49,906	$38,600	$48,438	$56,604	$60,462	16
301.10 Dir Health & Safety	$38,026	$31,137	$34,752	$41,300	$52,118	4
301.20 Dir Telecommunic	$26,688	$23,127	$26,233	$26,845	$31,955	10
302.00 Chief Planning Off	$49,250	$39,000	$44,472	$50,971	$54,302	9
303.00 Chief Budgeting Off	$41,198	$26,800	$38,964	$43,480	$53,000	23
303.10 Assc Budget Dir	$28,952	$23,100	$26,076	$29,191	$31,378	5
304.00 Chief Plan-Budgt Off	$46,500	$33,800	$45,000	$48,000	$51,396	4
305.00 General Counsel	$47,279	$16,500	$44,557	$50,000	$57,216	4
305.10 Staff Attorneys	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$35,500	$30,002	$34,150	$40,000	$47,484	35
306.10 Assc Dir Pers/HR	$28,000	$22,158	$25,640	$30,990	$37,061	16
306.20 Manager Benefits	$29,200	$19,978	$26,000	$29,664	$30,000	11
306.30 Manager Training-Dev	*	*	*	*	*	1
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.60 Manager Employment	$28,200	$23,555	$24,600	$28,350	$30,000	7
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	3
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	3
307.00 Dir AA/EEO	$37,595	$23,468	$35,882	$45,492	$49,152	11
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$37,400	$28,265	$35,565	$39,238	$48,201	25
309.00 Dir Computer Center	$44,970	$35,646	$42,066	$46,650	$53,364	38
309.10 Assc Dir Computer Ctr	$34,440	$28,100	$33,275	$38,947	$41,630	16
309.20 Data Base Admin	$30,301	$25,000	$29,000	$31,602	$40,000	7
309.30 Sys Analyst I-Hi	$32,362	$27,214	$29,232	$33,316	$37,479	20
309.40 Sys Analyst II-Lo	$25,204	$21,462	$24,646	$26,621	$27,420	14
309.50 Prog Analyst I-Hi	$27,264	$19,632	$25,535	$28,700	$34,248	29
309.60 Prog Analyst II-Lo	$21,815	$16,992	$19,625	$23,784	$28,730	16
310.00 Dir Comp Ctn Op/Ad	$39,639	$34,050	$39,137	$41,419	$51,984	30
310.10 Assc Dir Cmp Cnt	$31,145	$26,300	$29,500	$32,292	$40,259	12
311.00 Dir Inform Systems	$40,636	$31,972	$39,035	$42,486	$49,375	10
312.00 Chf Phys Plnt/Fac	$45,200	$35,114	$42,500	$47,410	$53,500	70
312.10 Assc Dir Phys Plnt	$32,152	$28,632	$31,899	$33,168	$38,063	26
312.20 Mgr Landscape/Grds	$26,189	$22,169	$25,300	$28,000	$31,824	34
312.30 Mgr Bldg Mnt Trades	$28,837	$24,354	$28,314	$29,563	$36,708	24
312.40 Mgr Tech Trades	$28,480	$23,451	$27,570	$29,503	$33,569	11
312.50 Mgr Custodial Srv	$23,379	$20,000	$22,789	$25,440	$28,320	31
312.60 Mgr Power Plant	$29,605	$27,807	$28,807	$30,714	$36,192	10
313.00 Comptroller	$43,600	$32,313	$41,902	$45,000	$50,700	43

*denotes 3 cases or fewer..

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$20,904	$18,595	$20,313	$22,705	$26,486	30
314.00 Dir Accounting	$33,630	$26,950	$31,900	$35,372	$41,819	31
314.10 Staff Accountant-Hi	$27,300	$23,196	$25,710	$27,607	$33,273	29
314.20 Staff Accountant-Lo	$21,000	$19,336	$20,076	$22,000	$27,735	17
315.00 Bursar	$31,372	$26,005	$30,800	$32,400	$36,697	27
315.10 Assc Bursar	$26,500	$21,558	$24,500	$28,363	$31,113	5
316.00 Dir Purchasing	$30,278	$25,680	$28,978	$32,800	$39,380	48
316.10 Assc Dir Purchasing	$23,107	$20,533	$23,100	$23,114	$24,150	6
317.00 Dir Bookstore	$25,785	$20,600	$24,038	$28,040	$32,695	50
317.10 Assc Dir Bookstore	$18,058	$15,100	$17,802	$18,314	$21,499	6
318.00 Dir Internal Audit	$34,392	$33,755	$34,118	$35,262	$41,069	11
319.00 Dir Aux Services	$43,350	$33,895	$40,159	$44,592	$49,788	22
319.10 Mgr Mail Services	$18,250	$15,852	$17,988	$19,676	$23,350	26
320.00 Dir Campus Security	$31,483	$24,500	$29,457	$33,000	$39,121	54
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$60,000	$42,200	$53,045	$65,000	$74,000	51
401.10 Dir Annual Giving	$30,988	$26,000	$30,000	$33,000	$36,907	25
401.20 Dir Corp/Fndtn Rel	$33,980	$25,750	$32,762	$35,850	$43,119	21
401.30 Coord Res Dev	$20,674	$17,150	$18,949	$22,000	$24,300	12
401.40 Dir Estate Pln	$40,000	$32,000	$38,976	$41,500	$42,468	11
402.00 Chf Pubic Rel Off	$37,800	$23,019	$36,000	$40,000	$48,412	40
402.10 Dir Gov/Leg Rel	*	*	*	*	*	3
403.00 Chf Dev/Pub Rel Off	$56,500	$42,140	$53,930	$63,463	$70,899	10
404.00 Dir Alumni Affairs	$31,260	$23,382	$28,460	$32,128	$35,638	57
405.00 Dir Dev/Alumni Aff	$43,600	$39,261	$42,727	$43,680	$43,928	5
406.00 Dir Spec/Defer Gifts	$29,775	$27,506	$29,338	$32,388	$42,271	5
407.00 Dir Church Relations	$31,773	$29,300	$30,887	$33,637	$42,263	5
408.00 Dir Community Serv	$34,364	$21,428	$25,400	$36,300	$44,096	9
409.00 Dir Publications	$29,950	$26,841	$29,213	$30,845	$36,150	26
409.10 Assc Dir Publicatns	$24,765	$18,275	$24,150	$25,380	$25,500	6
409.20 Mgr Printing Srv	$25,576	$19,500	$23,344	$29,099	$31,085	26
410.00 Dir Info Office	$32,681	$25,800	$27,795	$34,400	$36,570	28
411.00 Dir News Bureau	$25,074	$19,962	$23,577	$27,787	$29,750	10
STUDENT SERVICES						
501.00 Chf Student Aff Off	$54,432	$39,780	$49,131	$55,000	$61,000	75
502.00 Dir Admissions	$40,333	$33,000	$38,800	$42,000	$47,900	56
502.10 Assc Dir Admissions	$27,538	$22,304	$24,680	$29,000	$33,250	49
502.20 Admissions Counselor	$19,006	$17,000	$18,704	$20,000	$23,000	48
502.30 Academic Advisor	$24,000	$19,843	$22,025	$26,086	$28,750	17
503.00 Dir.Adm & Registrar	$47,393	$45,000	$46,200	$49,780	$50,932	11
504.00 Registrar	$35,510	$28,385	$33,430	$38,207	$41,062	66
504.00 Assc Registrar	$28,050	$21,500	$25,744	$28,800	$33,500	19
504.20 Asst Registrar	$22,500	$18,179	$21,000	$24,500	$31,099	31
505.00 Dir Adm/Fin Aid	$45,700	$36,000	$45,300	$46,100	$56,000	9
506.00 Dir Student Fin Aid	$33,583	$28,550	$31,276	$36,417	$41,150	71
506.10 Assc Dir Std Fin Aid	$24,675	$19,632	$22,500	$25,896	$30,870	47
507.00 Dir Food Services	$35,450	$26,760	$33,870	$36,286	$38,238	20
507.10 Assc Dir Food Serv	$30,000	$22,366	$30,000	$30,000	$32,750	8
508.00 Dir Student Housing	$30,000	$20,900	$27,788	$31,900	$38,882	41
508.10 Assc Dir Std Housing	$26,299	$16,000	$23,664	$27,600	$30,828	14
508.20 Housing Off/Adm Opr	$23,499	$17,320	$22,050	$24,948	$28,320	8
508.30 Housing Off/Res Life	$23,813	$17,800	$23,500	$24,500	$27,000	19
510.00 Dir Foreign Students	$25,265	$19,010	$22,607	$26,604	$30,030	17
511.00 Dir Student Union	$34,272	$29,000	$31,200	$36,380	$39,240	21
511.10 Assc Dir Std Union	$28,698	$22,698	$26,940	$30,456	$34,410	8
511.20 Std Union Bsn Mgr	*	*	*	*	*	3
512.00 Dir Std Activities	$26,450	$20,000	$24,500	$29,120	$31,766	48
513.00 Dir Std Placement	$30,729	$24,863	$27,986	$32,817	$36,000	58
514.00 Dir Std Counseling	$33,708	$26,260	$33,000	$35,992	$41,000	54
514.10 Assc Dir Std Cnslg	$23,500	$15,440	$22,410	$24,999	$28,063	15
515.00 Dir Std Hlth-Physicn	$38,161	$19,000	$29,375	$43,272	$69,300	11
516.00 Dir Std Hlth-Nurse	$23,242	$18,529	$22,200	$24,000	$30,840	36
517.00 Dir Campus Ministries	$28,220	$16,300	$24,000	$29,400	$41,500	24
518.00 Dir Athletics	$43,483	$29,200	$40,115	$46,764	$55,125	59
519.00 Dir Sports Info	$24,231	$19,000	$23,200	$26,164	$28,320	32
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$32,463	$26,100	$28,000	$33,100	$34,576	7
522.00 Dir Campus Rec	$27,558	$19,200	$22,368	$28,848	$34,056	23
523.00 Dir Enrollment Mgmt	$49,950	$33,000	$45,400	$54,500	$64,275	6
524.00 Dir Minority Affairs	$27,653	$24,675	$25,596	$28,331	$32,603	16
525.00 Dir Conferences	$30,700	$19,250	$25,000	$30,815	$44,718	11

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*denotes 3 cases or fewer.

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25 - $37 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$115,560	$110,000	$115,560	$115,560	$125,016	5
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$95,000	$83,853	$90,400	$99,225	$110,000	66
102.10 Asst to Ceo/Single	$47,181	$32,000	$43,272	$52,000	$60,442	44
103.00 Exec Vice Pres	$75,276	$63,000	$74,581	$76,560	$85,000	19
ACADEMIC						
201.00 Chief Acad Off	$78,123	$70,781	$76,000	$79,500	$85,000	64
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$50,800	$43,050	$48,969	$52,138	$56,389	63
203.10 Circulatn Librarian	$27,428	$21,060	$25,772	$27,600	$32,794	41
203.20 Acquistns Librarian	$29,693	$24,500	$28,340	$33,900	$36,464	43
203.30 Tech Serv Librarian	$34,020	$24,031	$32,100	$36,002	$41,082	53
203.40 Public Serv Librarian	$30,000	$24,936	$28,296	$33,750	$38,063	35
203.50 Reference Librarian	$27,955	$23,750	$26,275	$29,664	$35,036	54
204.00 Dir Instit Research	$44,720	$36,726	$40,000	$48,006	$55,650	39
204.10 Assc Dir Inst Res	$33,130	$26,598	$30,500	$35,000	$43,222	9
205.00 Dir Educ Media Serv	$33,462	$26,740	$32,000	$35,004	$48,688	31
206.00 Dir Learning Res Ctr	$38,896	$27,680	$36,886	$46,756	$51,971	25
207.00 Dir Internatl Std Ed	$44,541	$31,000	$40,258	$52,008	$58,300	16
208.00 Dir Comp Ctr,Opr/Acad	$45,325	$35,000	$40,210	$47,671	$53,444	32
208.10 Assc Dir CC Opr/Acad	$39,284	$34,163	$38,634	$41,008	$45,479	10
209.00 Admn,Grants-Contract	$42,600	$33,125	$39,760	$44,982	$50,500	30
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$67,807	$54,068	$66,436	$69,178	$73,000	8
213.00 Dean,Arts & Sciences	$64,430	$55,700	$62,652	$65,376	$70,998	43
214.00 Dean,Business	$71,011	$61,080	$67,229	$74,000	$79,008	57
215.00 Dean,Communications	$42,770	$33,406	$37,044	$48,495	$52,000	6
216.00 Dean,Continuing Ed	$56,006	$47,523	$54,000	$57,800	$62,928	33
218.00 Dean,Education	$61,000	$54,639	$58,543	$64,351	$70,000	49
219.00 Dean,Engineering	$69,083	$59,800	$67,200	$77,511	$79,825	12
221.00 Dean,Extension	$60,475	$46,004	$59,950	$61,000	$69,900	6
222.00 Dean,Fine Arts	$59,400	$46,000	$56,160	$62,256	$66,678	16
223.00 Dean,Graduate Program	$55,049	$51,120	$53,752	$56,800	$63,247	29
224.00 Dean,Hlth-Rltd Prof	$64,634	$50,000	$63,000	$68,000	$73,510	14
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	$56,600	$44,825	$52,475	$60,225	$65,006	10
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$101,000	$82,058	$89,443	$106,627	$111,000	7
229.00 Dean Lib & Inf Sci	$58,976	$56,916	$57,000	$60,952	$64,467	6
230.00 Dean,Mathematics	$55,278	$51,528	$55,225	$55,330	$64,530	6
232.00 Dean,Music	$52,850	$39,280	$47,500	$58,200	$60,000	6
233.00 Dean,Nursing	$56,550	$49,500	$55,930	$58,633	$67,900	20
234.00 Dean,Occ Std/Voc Ed	$62,948	$56,456	$61,255	$64,022	$67,055	5
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$60,125	$51,842	$55,000	$64,769	$72,300	12
238.00 Dean,Social Sciences	*	*	*	*	*	3
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$59,741	$45,000	$56,531	$62,950	$65,854	8
ADMINISTRATIVE						
301.00 Chief Business Off	$74,110	$63,366	$70,200	$76,750	$83,703	56
301.01 Chief Admin Off	$70,560	$54,995	$67,500	$71,361	$82,078	13
301.02 Chief Financial Off	$58,320	$54,782	$57,377	$60,233	$64,137	17
301.10 Dir Health & Safety	$36,118	$26,155	$35,950	$36,655	$44,000	12
301.20 Dir Telecommunic	$34,904	$32,513	$34,500	$35,928	$37,440	16
302.00 Chief Planning Off	$55,924	$54,000	$54,748	$57,100	$70,000	6
303.00 Chief Budgeting Off	$45,520	$38,325	$43,619	$49,000	$51,867	34
303.10 Assc Budget Dir	$33,792	$25,140	$32,656	$34,116	$38,600	11
304.00 Chief Plan-Budgt Off	$60,731	$32,600	$57,325	$64,137	$70,893	4
305.00 General Counsel	$51,940	$47,415	$50,000	$53,000	$60,400	7
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$45,930	$37,250	$43,334	$47,119	$54,310	50
306.10 Assc Dir Pers/HR	$33,250	$28,109	$30,360	$35,578	$39,678	21
306.20 Manager Benefits	$24,356	$18,861	$21,848	$25,284	$29,731	23
306.30 Manager Training-Dev	$25,086	$19,053	$23,796	$26,375	$35,000	4
306.40 Manager Empl Relatns	*	*	*	*	*	2
306.60 Manager Employment	$24,869	$19,702	$23,663	$25,284	$30,390	14
306.70 Mgr Wage-Sal/Mgr,Comp	$29,963	$28,391	$28,677	$31,248	$33,831	6
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	$40,950	$36,210	$39,326	$43,636	$48,277	19
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$43,855	$34,500	$38,600	$44,900	$51,000	14
309.00 Dir Computer Center	$55,766	$45,570	$53,500	$57,223	$60,960	43
309.10 Assc Dir Computer Ctr	$41,112	$35,475	$40,331	$42,230	$43,300	18
309.20 Data Base Admin	$35,247	$27,000	$33,415	$35,425	$41,513	14
309.30 Sys Analyst I-Hi	$33,002	$29,015	$31,500	$36,136	$42,000	32
309.40 Sys Analyst II-Lo	$27,800	$24,486	$26,779	$29,512	$29,725	35
309.50 Prog Analyst I-Hi	$30,240	$23,699	$29,492	$31,070	$33,280	49
309.60 Prog Analyst II-Lo	$23,583	$20,509	$22,200	$24,264	$29,885	38
310.00 Dir Comp Ctn Op/Ad	$46,039	$39,342	$44,659	$47,698	$51,967	24
310.10 Assc Dir Cmp Cnt	$41,798	$35,046	$41,041	$42,554	$46,405	8
311.00 Dir Inform Systems	$48,600	$31,929	$47,063	$50,000	$56,486	15
312.00 Chf Phys Plnt/Fac	$47,663	$41,000	$46,272	$48,760	$55,036	61
312.10 Assc Dir Phys Plnt	$37,512	$32,000	$34,000	$39,750	$41,436	33
312.20 Mgr Landscape/Grds	$27,000	$22,252	$26,416	$27,851	$31,349	39
312.30 Mgr Bldg Mnt Trades	$30,451	$24,000	$27,758	$31,680	$33,600	40
312.40 Mgr Tech Trades	$30,286	$26,067	$28,940	$31,200	$35,000	17
312.50 Mgr Custodial Srv	$27,300	$22,644	$26,172	$28,718	$31,000	41

*denotes 3 cases or fewer.

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25 - $37 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.60 Mgr Power Plant	$32,018	$25,355	$30,340	$33,988	$37,770	20
313.00 Comptroller	$47,844	$41,000	$45,543	$50,150	$56,777	45
313.10 Manager Payroll	$26,880	$21,569	$25,667	$29,388	$33,747	41
314.00 Dir Accounting	$33,504	$26,106	$32,403	$34,332	$41,069	28
314.10 Staff Accountant-Hi	$29,772	$24,600	$28,908	$32,000	$37,974	36
314.20 Staff Accountant-Lo	$21,969	$19,500	$20,972	$24,138	$26,206	26
315.00 Bursar	$32,240	$26,967	$31,500	$32,774	$34,650	29
315.10 Assc Bursar	$23,462	$21,986	$22,223	$24,700	$25,500	6
316.00 Dir Purchasing	$34,152	$29,648	$32,091	$36,072	$41,326	55
316.10 Assc Dir Purchasing	$25,380	$20,824	$23,800	$26,879	$35,463	19
317.00 Dir Bookstore	$30,162	$25,105	$29,506	$31,235	$37,367	36
317.10 Assc Dir Bookstore	$21,809	$18,000	$21,567	$22,050	$24,630	8
318.00 Dir Internal Audit	$31,500	$26,613	$30,000	$31,848	$37,280	23
319.00 Dir Aux Services	$44,000	$38,004	$42,000	$45,930	$50,004	23
319.10 Mgr Mail Services	$17,888	$15,464	$16,610	$20,512	$24,000	29
320.00 Dir Campus Security	$32,706	$27,000	$31,860	$35,124	$42,000	51
321.00 Dir Risk Mgt/Ins	$35,550	$26,500	$32,081	$39,019	$41,374	4
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$60,004	$51,500	$57,824	$63,700	$76,523	46
401.10 Dir Annual Giving	$31,500	$26,900	$30,000	$33,600	$38,325	26
401.20 Dir Corp/Fndtn Rel	$37,738	$28,000	$34,125	$38,892	$46,200	23
401.30 Coord Res Dev	$26,140	$19,171	$24,801	$26,691	$29,856	15
401.40 Dir Estate Pln	$41,448	$32,825	$39,400	$42,400	$47,925	11
402.00 Chf Pubic Rel Off	$42,600	$32,400	$39,420	$44,093	$51,450	39
402.10 Dir Gov/Leg Rel	$61,870	$47,415	$60,008	$63,732	$66,460	6
403.00 Chf Dev/Pub Rel Off	$63,796	$44,730	$61,344	$65,026	$75,075	18
404.00 Dir Alumni Affairs	$36,353	$27,500	$33,210	$38,000	$42,235	59
405.00 Dir Dev/Alumni Aft	$50,703	$44,300	$49,000	$52,405	$60,901	8
406.00 Dir Spec/Defer Gifts	$41,225	$32,600	$39,250	$43,200	$52,504	8
407.00 Dir Church Relations	$39,910	$26,400	$39,519	$40,300	$43,240	4
408.00 Dir Community Serv	$31,270	$22,762	$27,040	$35,500	$42,500	6
409.00 Dir Publications	$30,089	$25,695	$28,344	$32,788	$36,363	32
409.10 Assc Dir Publicatns	$23,200	$19,500	$21,000	$28,000	$36,847	9
409.20 Mgr Printing Srv	$28,778	$23,734	$27,525	$29,909	$34,607	40
410.00 Dir Info Office	$34,980	$28,000	$33,638	$36,378	$40,000	29
411.00 Dir News Bureau	$27,252	$20,600	$25,950	$28,416	$33,050	23
STUDENT SERVICES						
501.00 Chf Student Aff Off	$60,500	$53,120	$59,009	$62,500	$71,050	65
502.00 Dir Admissions	$42,448	$36,000	$40,265	$46,000	$51,382	54
502.10 Assc Dir Admissions	$29,737	$25,000	$29,000	$30,925	$36,142	54
502.20 Admissions Counselor	$20,964	$18,860	$20,200	$21,750	$23,472	54
502.30 Academic Advisor	$25,000	$21,847	$24,405	$26,470	$31,923	25
503.00 Dir Adm & Registrar	$57,500	$47,650	$55,000	$57,838	$65,418	5
504.00 Registrar	$41,490	$34,850	$39,307	$43,559	$49,596	60
504.00 Assc Registrar	$30,142	$25,681	$29,038	$31,435	$33,604	25
504.20 Asst Registrar	$25,696	$20,521	$22,300	$27,800	$32,312	34
505.00 Dir Adm/Fin Aid	$54,220	$44,700	$51,500	$63,500	$67,026	12
506.00 Dir Student Fin Aid	$39,500	$33,500	$36,750	$41,230	$46,004	65
506.10 Assc Dir Std Fin Aid	$26,500	$22,800	$25,512	$28,151	$33,102	55
507.00 Dir Food Services	$34,881	$32,000	$32,126	$38,004	$44,200	9
507.10 Assc Dir Food Serv	$31,981	$16,100	$29,432	$34,530	$36,422	4
508.00 Dir Student Housing	$33,750	$30,000	$32,400	$35,509	$39,333	52
508.10 Assc Dir Std Housing	$23,100	$20,000	$22,943	$23,540	$29,618	23
508.20 Housing Off/Adm Opr	$29,680	$21,831	$29,129	$30,230	$31,052	6
508.30 Housing Off/Res Life	$20,475	$18,438	$20,280	$20,500	$24,572	11
510.00 Dir Foreign Students	$28,862	$23,200	$27,806	$29,148	$35,570	20
511.00 Dir Student Union	$34,038	$26,532	$31,400	$34,881	$45,288	29
511.10 Assc Dir Std Union	$28,020	$24,714	$26,763	$29,702	$31,079	12
511.20 Std Union Bsn Mgr	*	*	*	*	*	2
512.00 Dir Std Activities	$30,057	$23,600	$26,602	$31,897	$34,369	52
513.00 Dir Std Placement	$34,010	$27,256	$32,473	$38,279	$42,161	60
514.00 Dir Std Counseling	$41,386	$33,702	$38,302	$42,853	$47,616	54
514.10 Assc Dir Std Cnslg	$34,756	$28,000	$33,512	$38,266	$45,000	12
515.00 Dir Std Hlth-Physicn	$66,000	$57,910	$63,000	$69,084	$81,936	18
516.00 Dir Std Hlth-Nurse	$28,357	$24,000	$27,030	$29,060	$32,915	46
517.00 Dir Campus Ministries	$31,806	$24,000	$30,276	$32,800	$38,500	18
518.00 Dir Athletics	$50,466	$44,000	$48,800	$51,940	$57,348	54
519.00 Dir Sports Info	$25,500	$21,300	$23,736	$27,300	$30,613	49
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$35,810	$29,484	$35,633	$36,700	$51,000	9
522.00 Dir Campus Rec	$26,309	$21,900	$23,988	$29,590	$31,468	39
523.00 Dir Enrollment Mgmt	$50,000	$41,600	$47,000	$54,748	$56,872	17
524.00 Dir Minority Affairs	$34,307	$25,607	$29,255	$36,169	$47,288	25
525.00 Dir Conferences	$30,816	$20,769	$28,750	$33,300	$38,380	13

*denotes 3 cases or fewer.

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $37 - $59 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	*	*	*	*	*	3
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$96,000	$84,075	$92,004	$99,225	$113,648	64
102.10 Asst to Ceo/Single	$46,697	$39,300	$45,500	$49,778	$63,200	46
103.00 Exec Vice Pres	$91,157	$67,024	$90,000	$92,313	$95,000	7
ACADEMIC						
201.00 Chief Acad Off	$82,412	$71,038	$79,000	$85,000	$91,000	67
203.00 Dir Library Serv	$56,300	$50,000	$53,168	$58,505	$62,959	62
203.10 Circulatn Librarian	$28,941	$23,983	$27,149	$31,003	$33,825	40
203.20 Acquistns Librarian	$29,798	$26,208	$28,900	$32,240	$38,980	47
203.30 Tech Serv Librarian	$35,965	$30,543	$34,500	$37,600	$45,057	46
203.40 Public Serv Librarian	$36,376	$31,927	$34,387	$38,330	$43,800	32
203.50 Reference Librarian	$31,769	$25,200	$30,000	$34,000	$40,002	53
204.00 Dir Instit Research	$46,991	$36,500	$43,990	$51,684	$60,000	39
204.10 Assc Dir Inst Res	$35,664	$30,000	$35,619	$36,054	$39,481	13
205.00 Dir Educ Media Serv	$41,323	$31,230	$37,430	$44,200	$52,100	47
206.00 Dir Learning Res Ctr	$39,910	$33,048	$35,105	$45,288	$54,959	22
207.00 Dir Internatl Std Ed	$49,491	$34,045	$46,132	$51,976	$61,702	25
208.00 Dir Comp Ctr,Opr/Acad	$44,671	$38,000	$40,570	$50,400	$55,100	27
208.10 Assc Dir CC Opr/Acad	$35,190	$28,100	$32,000	$39,000	$40,500	12
209.00 Admn,Grants-Contract	$42,500	$34,765	$39,736	$48,510	$58,504	46
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	$63,092	$53,500	$60,272	$65,912	$71,600	4
212.00 Dean,Arts & Letters	$65,346	$60,000	$62,942	$66,000	$72,430	9
213.00 Dean,Arts & Sciences	$69,933	$62,964	$66,950	$72,800	$77,300	43
214.00 Dean,Business	$74,600	$67,500	$71,000	$76,000	$81,169	57
215.00 Dean,Communications	$68,305	$60,456	$62,710	$73,900	$75,000	4
216.00 Dean,Continuing Ed	$55,545	$46,560	$53,048	$60,000	$65,000	34
218.00 Dean,Education	$66,500	$61,225	$64,000	$67,500	$73,912	43
219.00 Dean,Engineering	$74,508	$67,500	$70,532	$84,800	$93,215	15
221.00 Dean,Extension	$55,000	$39,069	$51,839	$58,002	$70,775	5
222.00 Dean,Fine Arts	$62,500	$57,465	$61,337	$68,000	$71,500	12
223.00 Dean,Graduate Program	$63,917	$55,911	$62,181	$65,930	$70,748	46
224.00 Dean,Hlth-Rltd Prof	$67,250	$61,417	$65,429	$68,292	$76,991	15
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$69,531	$57,087	$67,031	$71,275	$74,538	10
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$92,500	$78,226	$86,218	$96,000	$100,850	10
229.00 Dean Lib & Inf Sci	$61,787	$57,755	$58,700	$64,873	$65,096	6
230.00 Dean,Mathematics	$61,150	$43,300	$60,000	$62,300	$66,712	6
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$63,868	$55,000	$60,670	$65,500	$70,697	22
234.00 Dean,Occ Std/Voc Ed	$66,806	$58,989	$66,000	$68,102	$69,500	13
235.00 Dean,Pharmacy	$77,840	$66,151	$77,139	$78,541	$100,000	4
237.00 Dean,Sciences	$68,275	$61,915	$66,158	$70,076	$80,000	16
238.00 Dean,Social Sciences	$69,800	$63,000	$69,209	$71,400	$78,480	9
239.00 Dean,Social Work	$71,472	$68,607	$69,650	$73,294	$76,909	4
240.00 Dean,Special Programs	$57,975	$40,000	$51,899	$64,050	$69,275	4
241.00 Dean,Undergrad Prog	$69,936	$59,333	$68,717	$70,470	$75,804	6
ADMINISTRATIVE						
301.00 Chief Business Off	$75,000	$65,520	$72,010	$79,548	$86,938	57
301.01 Chief Admin Off	$66,790	$55,008	$64,600	$73,571	$79,000	12
301.02 Chief Financial Off	$60,276	$48,335	$58,000	$64,500	$80,000	25
301.10 Dir Health & Safety	$36,500	$29,510	$34,401	$37,061	$42,061	16
301.20 Dir Telecommunic	$37,346	$33,000	$36,132	$37,800	$44,100	31
302.00 Chief Planning Off	$53,200	$47,534	$51,937	$58,091	$66,717	15
303.00 Chief Budgeting Off	$45,787	$40,824	$43,400	$48,600	$56,450	39
303.10 Assc Budget Dir	$35,114	$29,609	$34,932	$37,853	$38,650	12
304.00 Chief Plan-Budgt Off	$50,000	$47,461	$49,000	$52,100	$56,378	7
305.00 General Counsel	$49,154	$39,000	$47,400	$50,367	$66,000	13
305.10 Staff Attorneys	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$48,180	$39,265	$46,116	$50,000	$57,012	59
306.10 Assc Dir Pers/HR	$36,474	$30,325	$35,000	$38,123	$44,039	30
306.20 Manager Benefits	$27,816	$23,300	$27,273	$28,956	$34,811	33
306.30 Manager Training-Dev	$32,099	$23,290	$30,975	$33,222	$36,500	9
306.40 Manager Empl Relatns	$33,873	$30,000	$32,545	$35,200	$39,000	6
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$27,965	$22,500	$26,572	$30,000	$32,400	27
306.70 Mgr Wage-Sal/Mgr,Comp	$29,109	$26,012	$27,924	$30,524	$34,500	16
306.80 Mgr Personnel Inf Sys	$24,250	$20,000	$22,540	$27,965	$35,280	9
307.00 Dir AA/EEO	$37,451	$30,000	$35,235	$41,000	$45,207	35
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$46,000	$38,682	$42,000	$50,000	$57,492	6
309.00 Dir Computer Center	$56,891	$50,185	$55,310	$59,712	$65,893	50
309.10 Assc Dir Computer Ctr	$41,978	$34,575	$41,235	$42,903	$48,376	20
309.20 Data Base Admin	$38,100	$32,800	$37,908	$40,620	$43,449	17
309.30 Sys Analyst I-Hi	$37,264	$31,850	$37,264	$40,280	$42,656	41
309.40 Sys Analyst II-Lo	$30,513	$25,191	$27,000	$30,678	$34,426	21
309.50 Prog Analyst I-Hi	$31,413	$27,012	$29,773	$32,136	$38,460	48
309.60 Prog Analyst II-Lo	$24,109	$20,056	$23,575	$25,734	$29,600	42
310.00 Dir Comp Ctn Op/Ad	$48,732	$36,782	$43,597	$51,792	$57,174	23
310.10 Assc Dir Cmp Cnt	$38,750	$33,719	$38,000	$39,368	$42,000	9
311.00 Dir Inform Systems	$42,000	$39,560	$41,217	$46,061	$54,699	15
312.00 Chf Phys Plnt/Fac	$51,708	$45,000	$50,847	$56,540	$60,000	62
312.10 Assc Dir Phys Plnt	$38,500	$34,185	$37,848	$41,065	$44,550	41
312.20 Mgr Landscape/Grds	$29,577	$24,476	$27,534	$30,402	$35,131	40
312.30 Mgr Bldg Mnt Trades	$33,846	$30,900	$33,040	$34,490	$37,788	34

*denotes 3 cases or fewer.

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $37 - $59 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$31,258	$26,193	$30,000	$34,795	$35,256	14
312.50 Mgr Custodial Srv	$28,905	$25,572	$28,080	$30,081	$34,031	47
312.60 Mgr Power Plant	$32,300	$29,460	$31,944	$33,450	$38,002	31
313.00 Comptroller	$50,303	$44,326	$49,300	$52,172	$56,090	48
313.10 Manager Payroll	$29,973	$24,610	$28,063	$31,959	$36,360	46
314.00 Dir Accounting	$42,235	$32,066	$40,500	$44,334	$46,450	38
314.10 Staff Accountant-Hi	$29,587	$26,353	$28,215	$31,821	$37,191	38
314.20 Staff Accountant-Lo	$24,381	$20,800	$23,000	$25,834	$26,110	37
315.00 Bursar	$34,625	$28,000	$33,381	$36,182	$47,148	28
315.10 Assc Bursar	$26,588	$24,400	$26,500	$26,676	$31,104	6
316.00 Dir Purchasing	$37,100	$31,454	$35,346	$38,069	$42,783	57
316.10 Assc Dir Purchasing	$29,892	$25,335	$28,143	$30,664	$34,286	25
317.00 Dir Bookstore	$33,950	$29,736	$33,[illegible]1	$35,587	$38,076	36
317.10 Assc Dir Bookstore	$24,230	$21,200	$23,400	$25,447	$30,089	12
318.00 Dir Internal Audit	$39,250	$31,500	$38,430	$40,910	$43,184	28
319.00 Dir Aux Services	$42,018	$31,694	$39,760	$43,718	$52,480	25
319.10 Mgr Mail Services	$22,957	$19,265	$21,500	$23,806	$27,312	39
320.00 Dir Campus Security	$36,330	$30,715	$34,800	$38,348	$43,961	66
321.00 Dir Risk Mgt/Ins	$33,308	$25,000	$29,230	$36,064	$40,500	9
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$67,136	$55,116	$64,000	$70,057	$76,000	47
401.10 Dir Annual Giving	$39,643	$30,334	$35,771	$41,152	$46,200	36
401.20 Dir Corp/Fndtn Rel	$36,750	$32,584	$36,000	$39,269	$46,765	17
401.30 Coord Res Dev	$28,950	$22,000	$25,500	$35,000	$37,200	12
401.40 Dir Estate Pln	$46,000	$37,000	$40,000	$52,000	$52,750	6
402.00 Chf Pubic Rel Off	$48,300	$36,804	$43,176	$52,792	$58,850	42
402.10 Dir Gov/Leg Rel	$63,800	$59,393	$62,400	$66,600	$67,901	9
403.00 Chf Dev/Pub Rel Off	$70,647	$62,000	$65,664	$77,028	$82,500	17
404.00 Dir Alumni Affairs	$35,441	$32,400	$34,582	$36,364	$42,616	58
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	3
406.00 Dir Spec/Defer Gifts	$48,823	$44,000	$47,000	$50,646	$58,850	8
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$50,917	$36,000	$47,430	$54,404	$54,408	6
409.00 Dir Publications	$33,162	$29,600	$31,929	$35,000	$40,800	43
409.10 Assc Dir Publicatns	$22,850	$20,650	$22,000	$25,965	$28,536	12
409.20 Mgr Printing Srv	$29,564	$25,572	$28,202	$30,897	$34,716	36
410.00 Dir Info Office	$38,004	$31,424	$36,982	$39,420	$44,506	25
411.00 Dir News Bureau	$29,314	$22,089	$27,219	$31,649	$37,272	24
STUDENT SERVICES						
501.00 Chf Student Aff Off	$67,558	$57,991	$64,703	$69,877	$73,800	66
502.00 Dir Admissions	$48,250	$40,000	$47,061	$49,269	$55,482	54
502.10 Assc Dir Admissions	$33,762	$28,460	$32,600	$36,200	$40,900	45
502.20 Admissions Counselor	$24,289	$19,583	$22,528	$25,381	$29,396	40
502.30 Academic Advisor	$30,485	$23,050	$30,485	$30,485	$37,777	29
503.00 Dir.Adm & Registrar	$52,879	$44,600	$50,000	$55,757	$56,424	6
504.00 Registrar	$46,847	$38,540	$44,613	$48,500	$54,700	58
504.00 Assc Registrar	$33,421	$24,374	$30,000	$35,000	$42,034	38
504.20 Asst Registrar	$28,105	$23,149	$26,000	$29,260	$33,114	36
505.00 Dir Adm/Fin Aid	$55,000	$45,527	$54,062	$56,270	$70,520	5
506.00 Dir Student Fin Aid	$44,092	$37,312	$42,016	$45,500	$50,655	64
506.10 Assc Dir Std Fin Aid	$30,182	$26,000	$28,842	$32,148	$37,500	50
507.00 Dir Food Services	$38,670	$35,730	$38,048	$41,872	$45,653	20
507.10 Assc Dir Food Serv	$29,230	$25,443	$29,121	$31,456	$32,256	11
508.00 Dir Student Housing	$38,160	$31,346	$36,800	$40,860	$50,591	57
508.10 Assc Dir Std Housing	$30,708	$21,291	$28,233	$33,590	$37,160	31
508.20 Housing Off/Adm Opr	$29,406	$22,415	$26,901	$30,300	$40,146	15
508.30 Housing Off/Res Life	$25,337	$19,968	$24,006	$30,344	$32,200	26
510.00 Dir Foreign Students	$31,208	$23,424	$28,034	$32,000	$37,728	20
511.00 Dir Student Union	$40,229	$31,988	$36,900	$43,850	$47,550	44
511.10 Assc Dir Std Union	$29,230	$23,408	$27,500	$32,546	$36,161	18
511.20 Std Union Bsn Mgr	$31,506	$27,595	$30,579	$34,159	$35,765	7
512.00 Dir Std Activities	$34,126	$26,466	$31,224	$36,190	$45,078	40
513.00 Dir Std Placement	$36,807	$31,091	$36,000	$40,236	$48,670	59
514.00 Dir Std Counseling	$44,658	$36,936	$41,208	$46,733	$50,556	54
514.10 Assc Dir Std Cnslg	$31,183	$26,038	$28,684	$35,703	$40,949	10
515.00 Dir Std Hlth-Physicn	$65,117	$34,891	$61,673	$66,862	$79,500	24
516.00 Dir Std Hlth-Nurse	$29,934	$25,920	$29,380	$32,148	$35,700	38
517.00 Dir Campus Ministries	$33,306	$30,175	$32,025	$34,923	$39,057	15
518.00 Dir Athletics	$55,850	$47,550	$53,000	$57,500	$61,650	58
519.00 Dir Sports Info	$26,946	$23,556	$26,000	$28,494	$33,299	54
520.00 Dir Athletics/Men	$50,079	$42,692	$47,079	$53,079	$53,803	4
521.00 Dir Athletics/Women	$38,286	$26,200	$37,065	$40,872	$42,900	12
522.00 Dir Campus Rec	$31,525	$24,629	$28,836	$32,595	$36,036	44
523.00 Dir Enrollment Mgmt	$59,750	$45,310	$57,921	$65,000	$66,150	12
524.00 Dir Minority Affairs	$36,415	$27,429	$30,922	$38,319	$44,000	20
525.00 Dir Conferences	$36,210	$28,500	$33,946	$40,000	$44,000	21

*denotes 3 cases or fewer.

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $59 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$123,300	$106,000	$114,400	$132,200	$137,800	7
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$114,088	$100,000	$111,830	$120,000	$132,500	61
102.10 Asst to Ceo/Single	$55,398	$43,000	$53,550	$59,111	$69,228	41
103.00 Exec Vice Pres	$92,740	$62,760	$89,274	$95,500	$97,140	14
ACADEMIC						
201.00 Chief Acad Off	$92,881	$81,718	$90,000	$96,000	$101,628	69
202.00 Chf Hlth Prof Off	$100,008	$51,428	$75,000	$112,700	$140,000	9
203.00 Dir Library Serv	$62,440	$55,270	$60,027	$65,424	$69,425	66
203.10 Circulatn Librarian	$31,921	$24,734	$29,983	$33,297	$38,070	49
203.20 Acquistns Librarian	$36,800	$29,250	$34,000	$39,084	$44,724	49
203.30 Tech Serv Librarian	$39,927	$32,300	$37,564	$42,924	$45,284	43
203.40 Public Serv Librarian	$41,959	$34,944	$40,376	$44,690	$47,500	33
203.50 Reference Librarian	$34,397	$29,600	$33,390	$35,498	$45,843	48
204.00 Dir Instit Research	$50,000	$43,356	$47,929	$52,500	$59,400	48
204.10 Assc Dir Inst Res	$36,570	$30,870	$33,488	$37,962	$45,240	19
205.00 Dir Educ Media Serv	$43,523	$32,128	$41,013	$45,200	$59,430	44
206.00 Dir Learning Res Ctr	$44,196	$36,850	$40,000	$45,252	$61,000	23
207.00 Dir Internatl Std Ed	$44,844	$35,316	$39,838	$48,008	$60,876	30
208.00 Dir Comp Ctr,Opr/Acad	$55,374	$47,800	$52,500	$56,550	$65,000	36
208.10 Assc Dir CC Opr/Acad	$48,000	$40,560	$45,280	$51,246	$57,258	15
209.00 Admn,Grants-Contract	$51,113	$37,500	$46,600	$52,208	$58,714	54
210.00 Dean,Architecture	$77,738	$74,600	$76,000	$79,476	$89,098	4
211.00 Dean,Agriculture	$73,140	$62,689	$68,474	$78,870	$85,296	5
212.00 Dean,Arts & Letters	$73,500	$68,004	$72,000	$79,000	$82,500	16
213.00 Dean,Arts & Sciences	$74,260	$68,760	$72,300	$77,460	$85,000	42
214.00 Dean,Business	$82,300	$72,480	$79,900	$86,309	$96,100	60
215.00 Dean,Communications	$70,045	$60,000	$69,427	$70,663	$75,100	6
216.00 Dean,Continuing Ed	$64,603	$53,700	$61,932	$66,303	$72,825	41
217.00 Dean,Dentistry	$109,760	$88,680	$109,520	$110,000	$118,573	4
218.00 Dean,Education	$72,132	$65,600	$70,788	$76,500	$81,800	48
219.00 Dean,Engineering	$86,180	$79,000	$81,500	$88,500	$98,000	37
221.00 Dean,Extension	$76,142	$53,738	$74,200	$78,084	$81,000	8
222.00 Dean,Fine Arts	$71,864	$66,091	$70,875	$76,812	$85,100	18
223.00 Dean,Graduate Program	$70,600	$64,836	$69,996	$74,200	$79,200	49
224.00 Dean,Hlth-Rltd Prof	$72,350	$66,147	$69,527	$77,736	$81,000	19
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	$72,748	$67,380	$71,725	$73,464	$76,002	10
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$121,500	$109,200	$117,978	$125,000	$130,000	18
229.00 Dean Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	*	*	*	*	*	3
231.00 Dean,Medicine	$131,250	$99,512	$117,437	$142,257	$157,482	5
232.00 Dean,Music	$64,500	$55,452	$60,000	$69,000	$75,000	8
233.00 Dean,Nursing	$75,150	$62,238	$72,690	$78,000	$85,000	24
234.00 Dean,Occ Std/Voc Ed	$70,908	$68,500	$70,000	$71,300	$71,600	11
235.00 Dean,Pharmacy	$76,300	$54,706	$74,900	$77,700	$85,725	4
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	$82,000	$66,408	$78,900	$82,850	$86,500	22
238.00 Dean,Social Sciences	$72,515	$62,956	$70,509	$73,000	$78,000	12
239.00 Dean,Social Work	$69,800	$62,996	$68,404	$73,450	$86,826	5
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$70,763	$62,752	$69,785	$71,030	$79,888	10
ADMINISTRATIVE						
301.00 Chief Business Off	$86,952	$73,262	$81,105	$88,100	$95,368	55
301.01 Chief Admin Off	$82,079	$70,004	$73,020	$85,000	$86,300	18
301.02 Chief Financial Off	$72,060	$60,000	$70,144	$74,388	$86,499	29
301.10 Dir Health & Safety	$37,023	$32,500	$36,400	$39,588	$49,608	32
301.20 Dir Telecommunic	$42,614	$35,000	$39,690	$46,092	$59,856	44
302.00 Chief Planning Off	$66,650	$46,100	$61,554	$69,828	$81,004	19
303.00 Chief Budgeting Off	$52,600	$46,200	$51,060	$55,116	$63,700	37
303.10 Assc Budget Dir	$41,700	$34,816	$40,000	$43,654	$52,410	29
304.00 Chief Plan-Budgt Off	$71,850	$66,250	$68,904	$78,000	$84,000	12
305.00 General Counsel	$61,670	$55,000	$60,900	$65,000	$76,000	26
305.10 Staff Attorneys	$48,500	$38,000	$45,000	$52,000	$61,684	6
306.00 Chf Personnel/HR Off	$56,000	$50,000	$52,350	$59,550	$68,000	61
306.10 Assc Dir Pers/HR	$41,489	$32,871	$38,664	$44,772	$54,000	43
306.20 Manager Benefits	$30,936	$26,796	$29,295	$33,454	$36,250	47
306.30 Manager Training Dev	$32,030	$27,000	$30,156	$35,501	$39,420	26
306.40 Manager Empl Relatns	$34,200	$26,500	$33,407	$34,993	$48,100	8
306.50 Manager Labor Rel	$55,056	$47,319	$52,809	$56,193	$60,476	5
306.60 Manager Employment	$31,276	$25,520	$27,800	$32,709	$39,080	36
306.70 Mgr Wage-Sal/Mgr,Comp	$34,030	$27,245	$32,355	$35,515	$38,226	25
306.80 Mgr Personnel Inf Sys	$29,352	$26,814	$29,000	$29,846	$40,000	13
307.00 Dir AA/EEO	$48,225	$40,383	$45,000	$51,150	$59,184	44
307.10 Assc Dir AA/EEO	$35,952	$27,965	$31,093	$37,606	$51,230	7
308.00 Dir Pers-AA	$52,080	$48,714	$50,940	$56,040	$60,702	5
309.00 Dir Computer Center	$66,324	$57,725	$64,520	$68,225	$77,088	42
309.10 Assc Dir Computer Ctr	$52,504	$44,026	$50,700	$55,000	$58,940	19
309.20 Data Base Admin	$42,263	$36,377	$39,664	$47,623	$52,200	26
309.30 Sys Analyst I-Hi	$41,002	$36,104	$39,366	$42,191	$45,817	42
309.40 Sys Analyst II-Lo	$34,133	$27,740	$32,184	$35,500	$38,854	42
309.50 Prog Analyst I-Hi	$31,000	$26,796	$30,101	$33,624	$38,046	49
309.60 Prog Analyst II-Lo	$25,500	$21,485	$25,076	$26,775	$31,146	43
310.00 Dir Comp Ctr Op/Ad	$56,734	$47,472	$52,500	$57,176	$66,540	28
310.10 Assc Dir Cmp Cnt	$47,900	$41,654	$46,975	$49,945	$57,543	20
311.00 Dir Inform Systems	$57,386	$50,148	$55,655	$68,100	$75,200	21
312.00 Chf Phys Plnt/Fac	$60,000	$54,250	$58,000	$62,200	$66,400	66

*denotes 3 cases or fewer.

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $59 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$47,261	$39,483	$45,620	$48,880	$52,896	46
312.20 Mgr Landscape/Grds	$34,020	$27,312	$31,637	$35,548	$39,552	51
312.30 Mgr Bldg Mnt Trades	$38,160	$31,245	$36,600	$39,588	$44,000	44
312.40 Mgr Tech Trades	$37,720	$33,071	$36,084	$39,935	$43,817	21
312.50 Mgr Custodial Srv	$35,735	$28,667	$33,886	$36,248	$39,541	50
312.60 Mgr Power Plant	$39,630	$34,054	$36,517	$39,987	$46,750	36
313.00 Comptroller	$58,728	$48,255	$54,989	$61,560	$67,063	44
313.10 Manager Payroll	$31,613	$28,830	$30,515	$33,216	$36,528	59
314.00 Dir Accounting	$42,000	$36,407	$39,300	$44,400	$50,300	52
314.10 Staff Accountant-Hi	$32,582	$25,102	$29,162	$34,562	$41,016	52
314.20 Staff Accountant-Lo	$25,000	$21,257	$23,943	$25,584	$28,144	46
315.00 Bursar	$39,315	$33,500	$38,098	$42,575	$49,674	40
315.10 Assc Bursar	$28,560	$24,340	$28,115	$30,690	$40,656	12
316.00 Dir Purchasing	$43,941	$37,056	$43,154	$47,064	$51,300	61
316.10 Assc Dir Purchasing	$33,864	$30,083	$32,850	$35,620	$39,283	25
317.00 Dir Bookstore	$42,518	$37,100	$38,700	$45,345	$50,000	36
317.10 Assc Dir Bookstore	$30,000	$23,780	$27,628	$33,632	$36,855	20
318.00 Dir Internal Audit	$43,468	$34,600	$39,424	$46,410	$49,820	42
319.00 Dir Aux Services	$51,000	$46,931	$50,268	$55,000	$68,400	31
319.10 Mgr Mail Services	$25,191	$21,372	$23,998	$26,892	$29,432	46
320.00 Dir Campus Security	$43,767	$36,900	$40,740	$46,728	$54,392	64
321.00 Dir Risk Mgt/Ins	$40,354	$32,800	$39,603	$45,250	$53,000	16
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	$34,445	$23,648	$26,989	$41,900	$56,710	4
322.10 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$69,992	$57,530	$67,639	$77,227	$88,900	16
401.10 Dir Annual Giving	$40,034	$33,000	$37,492	$42,131	$50,000	43
401.20 Dir Corp/Fndtn Rel	$42,962	$35,000	$38,000	$47,174	$57,017	28
401.30 Coord Res Dev	$30,654	$24,100	$29,200	$33,500	$39,911	16
401.40 Dir Estate Pln	$49,220	$41,014	$47,925	$53,000	$55,630	13
402.00 Chf Pubic Rel Off	$54,000	$43,760	$51,000	$57,304	$75,000	37
402.10 Dir Gov/Leg Rel	$54,600	$44,500	$53,230	$57,487	$68,484	19
403.00 Chf Dev/Pub Rel Off	$80,500	$69,077	$74,500	$81,500	$99,750	24
404.00 Dir Alumni Affairs	$40,875	$34,130	$39,377	$43,047	$48,657	55
405.00 Dir Dev/Alumni Aff	$44,613	$38,325	$39,226	$50,000	$51,230	4
406.00 Dir Spec/Defer Gifts	$45,500	$38,100	$41,014	$50,000	$53,779	10
407.00 Dir Church Relations	$52,088	$44,700	$47,744	$53,344	$57,300	5
408.00 Dir Community Serv	$37,907	$33,500	$37,800	$40,888	$45,800	11
409.00 Dir Publications	$37,868	$32,620	$35,775	$38,500	$48,180	44
409.10 Assc Dir Publicatns	$31,458	$25,032	$29,430	$33,500	$36,054	17
409.20 Mgr Printing Srv	$34,020	$27,963	$32,722	$36,382	$39,500	42
410.00 Dir Info Office	$45,860	$32,000	$42,650	$47,310	$53,485	23
411.00 Dir News Bureau	$35,801	$27,491	$31,292	$37,350	$40,440	32
STUDENT SERVICES						
501.00 Chf Student Aff Off	$77,000	$66,784	$72,829	$80,325	$87,000	65
502.00 Dir Admissions	$52,000	$43,841	$50,250	$54,000	$60,000	49
502.10 Assc Dir Admissions	$35,734	$29,378	$33,500	$37,382	$40,250	48
502.20 Admissions Counselor	$22,150	$18,378	$21,715	$22,805	$27,317	39
502.30 Academic Advisor	$25,242	$22,500	$24,850	$26,183	$30,000	18
503.00 Dir Adm & Registrar	$59,160	$51,700	$57,744	$64,000	$70,269	13
504.00 Registrar	$47,805	$41,298	$46,719	$49,988	$56,250	60
504.00 Assc Registrar	$37,386	$31,178	$36,750	$39,588	$41,500	32
504.20 Asst Registrar	$28,150	$25,682	$27,500	$28,600	$32,245	36
505.00 Dir Adm/Fin Aid	$62,821	$57,000	$62,500	$63,141	$64,883	6
506.00 Dir Student Fin Aid	$47,079	$40,929	$45,427	$48,735	$54,804	60
506.10 Assc Dir Std Fin Aid	$32,939	$27,812	$31,954	$34,469	$39,035	46
507.00 Dir Food Services	$50,000	$43,088	$45,432	$52,000	$58,236	21
507.10 Assc Dir Food Serv	$38,006	$28,306	$36,096	$41,000	$41,629	14
508.00 Dir Student Housing	$41,893	$36,528	$40,500	$42,779	$50,926	52
508.10 Assc Dir Std Housing	$31,510	$26,700	$29,100	$35,574	$41,775	27
508.20 Housing Off/Adm Opr	$32,057	$28,500	$31,000	$34,296	$37,127	14
508.30 Housing Off/Res Life	$31,464	$24,420	$29,729	$36,072	$41,000	30
510.00 Dir Foreign Students	$31,717	$28,000	$30,157	$32,368	$46,966	10
511.00 Dir Student Union	$39,700	$32,936	$37,966	$44,448	$52,020	49
511.10 Assc Dir Std Union	$32,880	$27,000	$30,438	$33,330	$38,997	22
511.20 Std Union Bsn Mgr	$29,316	$25,545	$28,320	$29,700	$33,404	16
512.00 Dir Std Activities	$37,859	$31,591	$36,258	$40,584	$47,274	51
513.00 Dir Std Placement	$43,071	$35,667	$41,184	$45,290	$53,045	59
514.00 Dir Std Counseling	$46,500	$38,100	$42,450	$48,570	$56,950	53
514.10 Assc Dir Std Cnslg	$35,358	$27,500	$33,401	$39,352	$45,000	23
515.00 Dir Std Hlth Physicn	$69,954	$52,500	$65,700	$72,800	$81,300	18
516.00 Dir Std Hlth Nurse	$32,825	$29,500	$32,207	$37,860	$42,096	29
517.00 Dir Campus Ministries	$42,000	$34,100	$40,350	$44,700	$46,606	14
518.00 Dir Athletics	$64,200	$54,424	$60,000	$67,584	$76,389	61
519.00 Dir Sports Info	$31,455	$26,300	$29,000	$33,264	$38,541	57
520.00 Dir Athletics/Men	$49,100	$39,700	$48,500	$49,700	$61,092	8
521.00 Dir Athletics/Women	$44,500	$39,284	$41,778	$45,500	$48,180	22
522.00 Dir Campus Rec	$32,710	$27,730	$30,320	$37,674	$43,870	43
523.00 Dir Enrollment Mgmt	$57,277	$46,866	$56,713	$62,278	$68,015	15
524.00 Dir Minority Affairs	$36,750	$32,774	$35,040	$41,000	$50,784	37
525.00 Dir Conferences	$38,500	$28,350	$36,975	$44,970	$51,940	22

*denotes 3 cases or fewer.

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $7.7 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$62,163	$42,565	$54,800	$67,594	$91,906	10
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$69,360	$58,090	$65,500	$73,440	$88,555	101
102.10 Asst to Ceo/Single	$29,700	$21,216	$24,000	$32,100	$36,000	31
103.00 Exec Vice Pres	$45,000	$40,000	$43,000	$50,000	$58,200	21
ACADEMIC						
201.00 Chief Acad Off	$49,236	$39,600	$45,693	$51,215	$59,850	105
202.00 Chf Hlth Prof Off	$42,725	$19,560	$40,000	$45,450	$52,800	4
203.00 Dir Library Serv	$29,651	$24,000	$28,732	$30,880	$34,001	101
203.10 Circulatn Librarian	$17,600	$13,950	$16,033	$19,398	$22,600	31
203.20 Acquistns Librarian	$20,530	$15,000	$18,750	$21,500	$26,916	21
203.30 Tech Serv Librarian	$20,000	$15,165	$19,000	$21,000	$25,320	41
203.40 Public Serv Librarian	$22,845	$20,334	$21,976	$24,000	$28,473	17
203.50 Reference Librarian	$21,750	$17,854	$20,300	$23,600	$28,560	34
204.00 Dir Instit Research	$32,181	$25,100	$30,000	$33,075	$37,354	23
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$24,500	$19,375	$22,550	$27,300	$30,800	32
206.00 Dir Learning Res Ctr	$24,628	$18,720	$22,995	$26,520	$32,092	33
207.00 Dir Internatl Std Ed	$34,288	$24,181	$31,036	$35,956	$37,908	5
208.00 Dir Comp Ctr,Opr/Acad	$30,172	$21,000	$28,000	$34,500	$45,900	29
208.10 Assc Dir CC Opr/Acad	$24,460	$14,450	$21,480	$29,465	$35,335	6
209.00 Admin,Grants-Contract	$22,000	$19,530	$20,500	$24,500	$33,250	15
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	*	*	*	*	*	1
213.00 Dean,Arts & Sciences	$42,121	$35,920	$39,840	$45,571	$48,867	10
214.00 Dean,Business	$40,072	$29,075	$36,150	$45,900	$49,542	20
215.00 Dean,Communications	$33,500	$28,750	$30,000	$37,000	$40,540	4
216.00 Dean,Continuing Ed	$36,931	$24,795	$33,600	$40,000	$44,465	22
218.00 Dean,Education	$33,336	$29,169	$32,150	$36,650	$43,575	20
219.00 Dean,Engineering	*	*	*	*	*	1
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$34,972	$22,080	$31,347	$38,597	$40,600	6
223.00 Dean,Graduate Program	$40,035	$27,615	$38,063	$41,785	$46,821	15
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	1
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$34,169	$25,584	$32,000	$34,900	$39,537	14
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$29,000	$25,000	$28,000	$31,942	$33,400	7
232.00 Dean,Music	$31,400	$26,750	$30,000	$32,800	$35,370	6
233.00 Dean,Nursing	$44,516	$43,990	$44,032	$45,000	$59,260	6
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
237.00 Dean,Sciences	$30,700	$28,000	$29,868	$33,425	$38,500	11
238.00 Dean,Social Sciences	$31,400	$25,946	$29,400	$33,836	$44,173	15
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$32,474	$25,800	$31,667	$33,280	$33,379	4
241.00 Dean,Undergrad Prog	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$45,636	$36,500	$42,093	$48,000	$55,668	96
301.01 Chief Admin Off	$45,208	$19,560	$35,000	$55,415	$60,000	6
301.02 Chief Financial Off	$40,175	$29,800	$37,500	$45,000	$52,230	18
301.10 Dir Health & Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	$19,280	$13,561	$16,701	$22,890	$31,100	5
302.00 Chief Planning Off	$36,250	$19,560	$35,500	$37,000	$60,500	4
303.00 Chief Budgeting Off	$32,133	$25,000	$32,061	$32,204	$35,000	6
303.10 Assc Budget Dir	*	*	*	*	*	3
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	*	*	*	*	*	1
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$28,060	$19,000	$24,000	$32,200	$40,500	24
306.10 Assc Dir Pers/HR	$20,525	$16,453	$18,150	$22,900	$28,011	4
306.20 Manager Benefits	*	*	*	*	*	3
306.30 Manager Training-Dev	*	*	*	*	*	1
306.40 Manager Empl Relatns	*	*	*	*	*	2
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	2
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	2
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$27,230	$20,347	$24,863	$28,891	$35,450	10
309.00 Dir Computer Center	$29,230	$20,000	$27,500	$31,637	$39,590	38
309.10 Assc Dir Computer Ctr	$22,975	$18,076	$18,900	$24,522	$40,494	9
309.20 Data Base Admin	$19,904	$16,000	$19,695	$20,113	$37,000	8
309.30 Sys Analyst I-Hi	$27,250	$20,469	$25,750	$28,575	$33,309	10
309.40 Sys Analyst II-Lo	$17,597	$14,559	$16,151	$20,217	$25,168	5
309.50 Prog Analyst I-Hi.	$25,477	$21,000	$23,000	$27,671	$32,340	14
309.60 Prog Analyst II-Lo	$21,480	$18,348	$21,000	$22,000	$28,650	11
310.00 Dir Comp Ctn Op/Ad	$32,400	$22,365	$30,657	$34,309	$43,166	18
310.10 Assc Dir Cmp Cnt	$21,803	$21,490	$21,506	$22,100	$28,324	4
311.00 Dir Inform Systems	$30,657	$21,610	$30,579	$34,079	$51,223	5
312.00 Chf Phys Plnt/Fac	$29,000	$22,500	$28,000	$32,000	$38,178	86
312.10 Assc Dir Phys Plnt	$23,620	$19,506	$22,470	$24,955	$27,448	25
312.20 Mgr Landscape/Grds	$22,307	$17,518	$20,618	$23,763	$26,950	20
312.30 Mgr Bldg Mnt Trades	$23,000	$19,557	$21,700	$25,200	$31,530	13
312.40 Mgr Tech Trades	$25,017	$20,396	$24,793	$25,240	$29,400	8
312.50 Mgr Custodial Srs	$19,244	$16,317	$18,085	$19,572	$21,518	19
312.60 Mgr Power Plant	$28,604	$25,584	$26,156	$28,698	$35,695	7
313.00 Comptroller	$31,680	$24,649	$29,988	$33,750	$40,148	50

*denotes 3 cases or fewer.

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $7.7 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$16,416	$13,625	$15,180	$18,762	$21,840	29
314.00 Dir Accounting	$24,000	$17,700	$22,541	$27,989	$30,675	23
314.10 Staff Accountant-Hi	$20,000	$16,600	$18,675	$21,000	$26,688	31
314.20 Staff Accountant-Lo	$17,944	$14,550	$17,184	$18,196	$20,220	20
315.00 Bursar	$18,000	$14,700	$18,000	$21,000	$33,518	14
315.10 Assc Bursar	*	*	*	*	*	3
316.00 Dir Purchasing	$24,314	$16,516	$21,975	$27,097	$30,894	20
316.10 Assc Dir Purchasing	*	*	*	*	*	2
317.00 Dir Bookstore	$18,000	$14,000	$16,000	$19,000	$23,805	69
317.10 Assc Dir Bookstore	$15,516	$12,000	$13,200	$15,980	$22,000	14
319.00 Dir Aux Services	$27,000	$19,560	$26,800	$27,954	$42,700	9
319.10 Mgr Mail Services	$14,836	$11,630	$13,850	$15,515	$17,150	31
320.00 Dir Campus Security	$18,500	$14,500	$16,500	$19,644	$24,233	38
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$40,000	$35,000	$37,500	$44,200	$52,500	85
401.10 Dir Annual Giving	$25,000	$20,000	$22,500	$25,200	$30,520	32
401.20 Dir Corp/Fndtn Rel	$32,827	$24,125	$30,500	$35,077	$44,203	10
401.30 Coord Res Dev	$23,048	$16,480	$22,000	$25,500	$28,644	17
401.40 Dir Estate Pln	$36,340	$28,500	$30,000	$40,800	$42,272	17
402.00 Chf Pubic Rel Off	$25,750	$19,500	$22,428	$26,850	$32,903	46
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$37,525	$28,000	$32,000	$39,098	$51,500	14
404.00 Dir Alumni Affairs	$23,315	$19,427	$21,174	$26,531	$31,760	71
405.00 Dir Dev/Alumni Aff	$24,150	$20,330	$22,625	$30,100	$39,720	5
406.00 Dir Spec/Defer Gifts	$32,000	$19,560	$31,925	$32,000	$36,500	13
407.00 Dir Church Relations	$28,200	$20,500	$22,344	$28,861	$34,197	15
408.00 Dir Community Serv	$26,250	$20,170	$25,875	$33,676	$50,626	5
409.00 Dir Publications	$22,637	$19,842	$21,403	$23,700	$29,016	19
409.10 Assc Dir Publicatns	$20,000	$15,946	$17,794	$22,171	$25,000	9
409.20 Mgr Printing Srv	$19,353	$14,790	$16,960	$20,610	$26,700	23
410.00 Dir Info Office	$24,260	$17,850	$23,032	$25,630	$30,185	30
411.00 Dir News Bureau	$17,753	$15,370	$17,060	$18,200	$22,000	12
STUDENT SERVICES						
501.00 Chf Student Aff Off	$37,000	$29,534	$34,000	$39,468	$44,329	101
502.00 Dir Admissions	$32,000	$24,500	$29,775	$33,950	$39,211	84
502.10 Assc Dir Admissions	$21,500	$18,000	$20,775	$22,000	$27,000	43
502.20 Admissions Counselor	$17,995	$15,232	$16,571	$18,200	$21,351	68
502.30 Academic Advisor	$22,176	$18,000	$20,352	$24,800	$36,079	14
503.00 Dir Adm & Registrar	$26,492	$16,700	$22,000	$30,983	$35,887	4
504.00 Registrar	$26,000	$21,550	$25,066	$27,658	$33,509	100
504.00 Assc Registrar	$23,011	$17,000	$21,700	$24,500	$27,984	16
504.20 Asst Registrar	$17,368	$14,483	$15,500	$18,000	$20,340	26
505.00 Dir Adm/Fin Aid	$41,425	$24,150	$38,870	$43,000	$47,245	12
506.00 Dir Student Fin Aid	$23,932	$20,160	$22,804	$26,000	$31,060	96
506.10 Assc Dir Std Fin Aid	$19,180	$15,500	$18,244	$20,000	$26,000	29
507.00 Dir Food Services	$27,663	$21,100	$26,250	$29,296	$37,322	25
507.10 Assc Dir Food Serv	$19,500	$13,000	$14,500	$20,950	$26,000	9
508.00 Dir Student Housing	$21,000	$17,600	$20,045	$23,940	$27,000	47
508.10 Assc Dir Std Housing	$17,000	$12,187	$15,500	$18,500	$19,560	7
508.20 Housing Off/Adm Opr	$10,000	$10,000	$10,000	$17,550	$19,560	7
508.30 Housing Off/Res Life	$18,000	$14,000	$16,840	$19,000	$25,493	19
510.00 Dir Foreign Students	$25,304	$16,896	$21,280	$27,733	$36,759	10
511.00 Dir Student Union	$22,425	$19,560	$21,000	$24,125	$34,729	11
511.10 Assc Dir Std Union	*	*	*	*	*	1
512.00 Dir Std Activities	$21,379	$16,692	$19,560	$23,100	$25,305	48
513.00 Dir Std Placement	$22,500	$18,518	$21,000	$24,985	$27,940	55
514.00 Dir Std Counseling	$25,019	$21,000	$24,000	$28,490	$34,933	43
514.10 Assc Dir Std Cnslg	$22,243	$16,500	$20,000	$24,000	$35,180	7
515.00 Dir Std Hlth-Physicn	$32,960	$16,500	$25,000	$41,654	$86,693	9
516.00 Dir Std Hlth-Nurse	$18,180	$12,720	$16,750	$20,000	$22,000	52
517.00 Dir Campus Ministries	$22,000	$17,000	$20,369	$25,700	$29,580	50
518.00 Dir Athletics	$30,773	$24,500	$28,300	$32,420	$38,465	76
519.00 Dir Sports Info	$15,000	$13,152	$14,500	$15,500	$22,000	19
520.00 Dir Athletics/Men	$34,363	$21,000	$34,000	$34,725	$55,562	4
521.00 Dir Athletics/Women	$25,280	$19,000	$21,000	$28,466	$29,000	7
522.00 Dir Campus Rec	$21,000	$15,247	$19,000	$22,666	$26,500	11
523.00 Dir Enrollment Mgmt	$35,000	$21,918	$34,989	$40,000	$45,000	13
524.00 Dir Minority Affairs	$22,159	$20,000	$20,318	$24,000	$28,020	6
525.00 Dir Conferences	$24,949	$20,700	$22,425	$26,344	$30,200	9

*denotes 3 cases or fewer.

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $7.7 - $13 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$82,955	$72,000	$73,000	$92,910	$98,500	6
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$80,000	$65,000	$75,000	$85,000	$96,508	85
102.10 Asst to Ceo/Single	$33,313	$25,754	$31,800	$35,556	$52,695	30
103.00 Exec Vice Pres	$54,600	$49,160	$51,000	$57,245	$73,978	11
ACADEMIC						
201.00 Chief Acad Off	$57,500	$49,550	$54,300	$61,776	$66,150	89
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$34,770	$30,000	$33,750	$36,000	$39,935	87
203.10 Circulatn Librarian	$20,912	$13,402	$19,203	$23,000	$25,862	36
203.20 Acquistns Librarian	$23,950	$16,612	$22,080	$25,948	$30,194	35
203.30 Tech Serv Librarian	$23,643	$21,500	$23,157	$25,016	$27,299	48
203.40 Public Serv Librarian	$22,409	$18,319	$21,467	$23,735	$27,975	25
203.50 Reference Librarian	$25,145	$21,056	$24,000	$26,000	$28,008	56
204.00 Dir Instit Research	$33,097	$23,029	$28,700	$34,255	$38,166	20
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$24,759	$20,300	$23,000	$26,202	$29,580	37
206.00 Dir Learning Res Ctr	$24,841	$21,200	$23,281	$28,000	$33,232	26
207.00 Dir Internatl Std Ed	$35,005	$30,937	$32,630	$37,487	$40,189	10
208.00 Dir Comp Ctr,Opr/Acad	$30,303	$26,460	$28,668	$30,900	$35,324	31
208.10 Assc Dir CC Opr/Acad	$22,480	$19,450	$20,790	$24,368	$29,039	10
209.00 Admn,Grants-Contract	$27,998	$23,000	$26,150	$29,285	$35,650	18
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$40,200	$36,520	$38,500	$44,800	$50,639	14
214.00 Dean,Business	$46,508	$40,000	$44,854	$48,818	$54,242	23
215.00 Dean,Communications	$33,023	$27,750	$31,512	$33,412	$39,413	5
216.00 Dean,Continuing Ed	$35,700	$27,800	$33,549	$39,700	$46,000	27
218.00 Dean,Education	$45,009	$35,928	$42,840	$46,241	$53,664	18
219.00 Dean,Engineering	*	*	*	*	*	2
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	$40,869	$31,343	$34,650	$42,400	$46,499	14
223.00 Dean,Graduate Program	$42,201	$38,555	$40,940	$44,445	$48,086	14
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	3
226.00 Dean,Humanities	$41,469	$31,063	$40,000	$44,832	$57,000	11
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	*	*	1
230.00 Dean,Mathematics	$34,917	$31,500	$34,800	$35,430	$53,683	9
232.00 Dean,Music	$30,000	$28,967	$29,500	$30,297	$38,342	5
233.00 Dean,Nursing	$40,000	$37,178	$39,750	$41,000	$43,750	16
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
237.00 Dean,Sciences	$35,452	$32,883	$35,213	$38,964	$49,340	12
238.00 Dean,Social Sciences	$38,638	$32,550	$34,736	$43,457	$54,413	10
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$34,440	$24,810	$31,320	$35,607	$39,787	5
241.00 Dean,Undergrad Prog	$45,263	$38,646	$45,029	$45,496	$46,104	6
ADMINISTRATIVE						
301.00 Chief Business Off	$54,500	$44,500	$51,120	$57,250	$63,750	78
301.01 Chief Admin Off	$39,172	$29,258	$38,297	$43,625	$54,661	10
301.02 Chief Financial Off	$41,317	$26,568	$37,000	$44,250	$50,009	14
301.10 Dir Health & Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	*	*	*	*	*	2
302.00 Chief Planning Off	$40,044	$29,809	$37,440	$42,648	$46,974	8
303.00 Chief Budgeting Off	$34,000	$26,000	$27,120	$43,705	$52,430	9
303.10 Assc Budget Dir	$31,440	$24,150	$26,000	$35,240	$37,500	7
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$29,736	$23,805	$27,431	$32,000	$37,400	33
306.10 Assc Dir Pers/HR	$23,457	$19,372	$22,914	$24,000	$27,700	8
306.20 Manager Benefits	$19,815	$19,000	$19,530	$20,100	$21,308	4
306.60 Manager Employment	*	*	*	*	*	2
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$31,073	$24,000	$24,756	$37,390	$45,000	4
308.00 Dir Pers-AA	$29,000	$24,876	$27,635	$29,400	$34,276	15
309.00 Dir Computer Center	$36,000	$29,900	$32,200	$36,475	$43,460	41
309.10 Assc Dir Computer Ctr	$24,850	$18,225	$23,300	$26,084	$30,955	10
309.20 Data Base Admin	$23,769	$19,000	$21,330	$26,208	$29,000	4
309.30 Sys Analyst I-Hi	$26,151	$22,688	$24,311	$27,000	$28,280	11
309.40 Sys Analyst II-Lo	$21,300	$17,100	$19,750	$21,650	$23,000	5
309.50 Prog Analyst I-Hi	$23,908	$20,000	$22,600	$24,931	$26,412	19
309.60 Prog Analyst II-Lo	$18,500	$17,853	$18,000	$18,924	$22,500	11
310.00 Dir Comp Ctn Op/Ad	$30,000	$24,239	$26,800	$31,724	$36,400	23
310.10 Assc Dir Cmp Cnt	$25,693	$21,400	$23,000	$27,500	$33,100	14
311.00 Dir Inform Systems	$42,035	$28,200	$41,230	$42,840	$44,478	8
312.00 Chf Phys Plnt/Fac	$36,200	$29,000	$34,452	$38,000	$43,000	73
312.10 Assc Dir Phys Plnt	$26,000	$19,462	$23,803	$28,165	$31,365	30
312.20 Mgr Landscape/Grds	$21,205	$17,949	$19,200	$22,290	$23,209	18
312.30 Mgr Bldg Mnt Trades	$24,110	$21,500	$22,680	$26,742	$31,680	17
312.40 Mgr Tech Trades	$25,550	$20,000	$21,000	$30,100	$30,816	6
312.50 Mgr Custodial Srv	$22,145	$18,762	$20,765	$23,650	$25,864	37
312.60 Mgr Power Plant	$21,606	$20,850	$21,553	$21,853	$28,911	5
313.00 Comptroller	$33,376	$26,100	$31,500	$35,100	$43,000	54
313.10 Manager Payroll	$20,250	$17,431	$19,000	$22,000	$24,000	26
314.00 Dir Accounting	$25,506	$21,500	$23,625	$31,000	$36,750	19
314.10 Staff Accountant-Hi	$24,238	$19,338	$21,963	$26,162	$28,800	24
314.20 Staff Accountant-Lo	$17,696	$15,148	$16,948	$18,486	$21,200	15
315.00 Bursar	$26,655	$19,000	$24,156	$29,500	$32,550	22
315.10 Assc Bursar	$22,266	$16,959	$19,633	$22,475	$29,842	5
316.00 Dir Purchasing	$24,072	$18,818	$22,200	$26,000	$31,930	30

*denotes 3 cases or fewer.

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $7.7 - $13 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
316.10 Assc Dir Purchasing	$23,000	$19,950	$23,000	$23,000	$30,465	4
317.00 Dir Bookstore	$20,570	$16,446	$18,522	$21,589	$24,750	60
317.10 Assc Dir Bookstore	$14,153	$10,800	$13,225	$15,080	$18,360	8
318.00 Dir Internal Audit	*	*	*	*	*	1
319.00 Dir Aux Services	$32,750	$21,200	$28,035	$35,015	$39,864	9
319.10 Mgr Mail Services	$15,000	$12,675	$14,766	$15,200	$16,750	31
320.00 Dir Campus Security	$23,520	$17,022	$21,000	$25,488	$29,200	53
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$49,000	$40,000	$46,200	$53,880	$59,774	70
401.10 Dir Annual Giving	$29,260	$24,500	$28,000	$32,000	$36,500	43
401.20 Dir Corp/Fndtn Rel	$33,423	$30,000	$31,975	$39,000	$46,633	24
401.30 Coord Res Dev	$21,673	$17,212	$20,750	$22,323	$25,027	10
401.40 Dir Estate Pln	$33,850	$25,000	$26,100	$34,288	$41,900	14
402.00 Chf Pubic Rel Off	$28,310	$23,000	$27,078	$30,573	$34,250	50
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$50,000	$39,000	$45,210	$56,935	$69,968	15
404.00 Dir Alumni Affairs	$26,478	$21,500	$25,502	$27,300	$32,000	69
405.00 Dir Dev/Alumni Aff	$40,520	$33,526	$38,460	$41,354	$42,705	5
406.00 Dir Spec/Defer Gifts	$32,000	$27,450	$30,523	$36,000	$45,800	14
407.00 Dir Church Relations	$32,852	$23,416	$27,764	$33,370	$36,052	17
408.00 Dir Community Serv	$27,950	$18,500	$26,800	$29,100	$34,067	4
409.00 Dir Publications	$29,625	$19,150	$28,300	$30,400	$33,400	23
409.10 Assc Dir Publicatns	$23,400	$18,613	$21,800	$25,000	$42,500	4
409.20 Mgr Printing Srv	$21,800	$15,000	$17,971	$22,600	$24,412	27
410.00 Dir Info Office	$25,757	$22,748	$25,000	$26,965	$33,002	20
411.00 Dir News Bureau	$25,200	$19,500	$22,000	$26,500	$30,784	9
STUDENT SERVICES						
501.00 Chf Student Aff Off	$42,510	$36,000	$39,650	$45,625	$50,000	84
502.00 Dir Admissions	$34,835	$29,230	$33,319	$36,742	$44,666	70
502.10 Assc Dir Admissions	$22,625	$19,800	$22,000	$23,320	$25,531	56
502.20 Admissions Counselor	$18,000	$16,125	$17,225	$18,500	$19,410	61
502.30 Academic Advisor	$23,310	$20,350	$23,000	$23,840	$30,590	13
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$29,476	$24,800	$28,000	$30,750	$37,224	84
504.00 Assc Registrar	$21,047	$13,500	$19,585	$23,353	$27,371	9
504.20 Asst Registrar	$18,504	$16,476	$17,799	$20,100	$22,500	41
505.00 Dir Adm/Fin Aid	$43,250	$36,317	$40,000	$45,958	$48,400	14
506.00 Dir Student Fin Aid	$28,650	$25,300	$27,525	$30,000	$35,000	83
506.10 Assc Dir Std Fin Aid	$19,302	$18,000	$19,000	$20,000	$21,900	41
507.00 Dir Food Services	$26,948	$23,535	$25,625	$28,000	$32,400	16
507.10 Assc Dir Food Serv	$19,900	$16,653	$19,800	$20,000	$22,500	9
508.00 Dir Student Housing	$24,095	$19,000	$22,000	$25,621	$29,376	48
508.10 Assc Dir Std Housing	$17,000	$12,300	$16,750	$18,360	$23,000	13
508.20 Housing Off/Adm Opr	$22,450	$19,000	$21,400	$23,500	$27,100	6
508.30 Housing Off/Res Life	$18,250	$13,800	$18,000	$21,000	$23,922	22
510.00 Dir Foreign Students	$25,512	$17,000	$19,148	$26,000	$28,035	13
511.00 Dir Student Union	$25,050	$19,220	$24,490	$25,104	$35,015	14
511.10 Assc Dir Std Union	$24,600	$19,610	$23,575	$25,153	$26,676	5
512.00 Dir Std Activities	$22,008	$17,325	$20,114	$23,100	$25,152	62
513.00 Dir Std Placement	$25,896	$20,756	$24,413	$27,551	$31,721	65
514.00 Dir Std Counseling	$26,877	$24,934	$26,123	$27,730	$33,030	59
514.10 Assc Dir Std Cnslg	$22,925	$19,500	$21,850	$24,000	$29,000	8
515.00 Dir Std Hlth-Physicn	$19,594	$8,900	$16,642	$30,637	$31,800	8
516.00 Dir Std Hlth-Nurse	$20,962	$16,740	$19,497	$22,075	$25,982	55
517.00 Dir Campus Ministries	$25,314	$19,440	$22,841	$27,600	$33,920	44
518.00 Dir Athletics	$33,480	$28,052	$31,434	$35,425	$40,551	70
519.00 Dir Sports Info	$18,500	$14,000	$17,500	$18,785	$21,300	21
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$26,062	$23,600	$25,934	$26,950	$29,244	11
522.00 Dir Campus Rec	$21,081	$17,949	$20,700	$24,450	$28,335	17
523.00 Dir Enrollment Mgmt	$44,000	$35,295	$42,000	$45,550	$55,080	9
524.00 Dir Minority Affairs	$28,368	$18,427	$25,014	$30,144	$37,038	10
525.00 Dir Conferences	$23,721	$16,000	$20,592	$26,850	$43,200	9

*denotes 3 cases or fewer.

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $13 -$19 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$90,000	$75,000	$75,705	$98,747	$102,000	7
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$90,000	$80,000	$86,650	$92,803	$102,000	82
102.10 Asst to Ceo/Single	$37,271	$27,000	$36,000	$40,560	$48,850	38
103.00 Exec Vice Pres	$59,770	$51,324	$55,650	$61,868	$70,900	13
ACADEMIC						
201.00 Chief Acad Off	$64,574	$56,000	$62,278	$66,350	$73,500	89
203.00 Dir Library Serv	$40,550	$33,000	$37,521	$43,237	$47,000	82
203.10 Circulatn Librarian	$21,682	$15,400	$19,207	$23,446	$25,420	47
203.20 Acquistns Librarian	$25,414	$17,000	$22,462	$26,645	$30,851	48
203.30 Tech Serv Librarian	$24,825	$21,100	$23,575	$26,208	$32,600	56
203.40 Public Serv Librarian	$29,782	$24,517	$27,004	$30,740	$34,080	34
203.50 Reference Librarian	$25,007	$21,100	$24,000	$26,500	$29,300	63
204.00 Dir Instit Research	$40,449	$30,806	$36,000	$42,000	$45,000	27
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$29,500	$22,600	$26,776	$30,784	$34,932	43
206.00 Dir Learning Res Ctr	$31,159	$24,250	$28,409	$35,000	$39,280	28
207.00 Dir Internatl Std Ed	$34,100	$23,200	$24,000	$38,160	$43,390	7
208.00 Dir Comp Ctr,Opr/Acad	$38,000	$32,750	$37,410	$40,851	$46,770	25
208.10 Assc Dir CC Opr/Acad	$25,700	$21,207	$25,149	$25,920	$31,500	11
209.00 Admn,Grants-Contract	$29,106	$23,500	$28,105	$30,000	$44,855	11
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$46,046	$43,000	$43,870	$55,890	$56,359	7
213.00 Dean,Arts & Sciences	$56,672	$49,000	$51,150	$57,800	$60,000	11
214.00 Dean,Business	$53,000	$37,100	$50,543	$55,500	$66,000	33
215.00 Dean,Communications	$35,775	$27,475	$33,638	$36,688	$45,400	5
216.00 Dean,Continuing Ed	$42,000	$33,515	$37,565	$48,000	$51,345	30
218.00 Dean,Education	$49,220	$38,580	$48,343	$50,350	$55,774	25
219.00 Dean,Engineering	*	*	*	*	*	2
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$43,015	$35,839	$41,040	$46,052	$49,450	11
223.00 Dean,Graduate Program	$46,115	$39,000	$45,000	$47,256	$50,350	18
224.00 Dean,Hlth-Rltd Prof	$48,626	$37,800	$45,652	$51,600	$59,400	4
226.00 Dean,Humanities	$41,230	$30,375	$35,763	$44,653	$50,779	15
227.00 Dean,Instruction	*	*	*	*	*	1
229.00 Dean Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$42,000	$37,000	$40,068	$50,700	$50,896	7
232.00 Dean,Music	$34,863	$31,445	$33,075	$36,650	$46,305	6
233.00 Dean,Nursing	$51,000	$43,126	$49,940	$52,600	$56,634	12
234.00 Dean,Occ Std/Voc Ed	$46,220	$41,340	$43,240	$49,200	$56,780	6
237.00 Dean,Sciences	$44,800	$33,135	$37,100	$46,305	$49,409	17
238.00 Dean,Social Sciences	$42,010	$32,075	$40,600	$43,000	$47,100	18
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$44,400	$35,442	$41,000	$47,800	$50,656	6
241.00 Dean,Undergrad Prog	$52,260	$42,000	$52,100	$52,420	$54,000	4
ADMINISTRATIVE						
301.00 Chief Business Off	$63,000	$52,500	$58,700	$66,508	$73,929	77
301.01 Chief Admin Off	$48,150	$37,500	$45,760	$48,836	$54,600	11
301.02 Chief Financial Off	$45,000	$39,699	$43,560	$50,330	$57,500	15
301.10 Dir Health & Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	$26,250	$25,357	$25,430	$29,000	$32,000	7
302.00 Chief Planning Off	$45,431	$38,262	$41,796	$49,106	$56,250	11
303.00 Chief Budgeting Off	$41,748	$31,110	$38,200	$44,283	$47,000	11
303.10 Assc Budget Dir	$26,550	$22,500	$25,400	$27,700	$34,160	4
304.00 Chief Plan-Budgt Off	$44,850	$36,298	$43,925	$45,775	$48,866	5
305.00 General Counsel	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$33,585	$27,750	$32,066	$35,425	$42,004	40
306.10 Assc Dir Pers/HR	$25,814	$21,000	$24,800	$26,300	$27,965	11
306.20 Manager Benefits	$25,510	$15,000	$25,020	$26,000	$28,000	8
306.40 Manager Empl Relatns	*	*	*	*	*	2
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	2
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$32,000	$26,000	$29,000	$33,491	$37,390	21
309.00 Dir Computer Center	$40,300	$35,062	$39,220	$42,835	$48,700	54
309.10 Assc Dir Computer Ctr	$33,565	$29,275	$30,636	$34,300	$41,600	18
309.20 Data Base Admin	$25,680	$22,064	$24,840	$26,340	$31,700	5
309.30 Sys Analyst I-Hi	$27,770	$25,200	$27,500	$29,811	$37,204	18
309.40 Sys Analyst II-Lo	$22,685	$19,300	$22,056	$23,314	$26,400	8
309.50 Prog Analyst I-Hi	$24,482	$21,790	$23,900	$26,400	$30,474	28
309.60 Prog Analyst II-Lo	$21,153	$18,900	$20,800	$21,745	$23,310	24
310.00 Dir Comp Ctn Op/Ad	$36,000	$26,158	$33,825	$36,626	$42,584	25
310.10 Assc Dir Cmp Cnt	$29,400	$22,350	$27,188	$32,650	$37,585	15
311.00 Dir Inform Systems	$41,405	$24,933	$37,420	$47,015	$53,787	10
312.00 Chf Phys Plnt/Fac	$40,724	$33,000	$38,313	$41,715	$47,242	77
312.10 Assc Dir Phys Plnt	$29,000	$25,700	$28,943	$31,300	$35,046	32
312.20 Mgr Landscape/Grds	$24,200	$20,558	$23,391	$25,146	$29,700	42
312.30 Mgr Bldg Mnt Trades	$28,183	$25,000	$27,310	$28,897	$34,460	29
312.40 Mgr Tech Trades	$27,730	$26,200	$26,500	$28,300	$31,000	12
312.50 Mgr Custodial Srv	$22,008	$19,030	$21,527	$23,100	$26,500	51
312.60 Mgr Power Plant	$27,965	$22,755	$27,200	$30,500	$36,912	7
313.00 Comptroller	$40,780	$35,400	$38,700	$42,630	$48,460	58
313.10 Manager Payroll	$21,600	$18,000	$21,000	$22,607	$25,000	28
314.00 Dir Accounting	$32,314	$20,320	$29,947	$35,000	$36,899	32
314.10 Staff Accountant-Hi	$25,000	$21,005	$23,839	$26,019	$29,008	30

*denotes 3 cases or fewer.

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $13 - $19 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
314.20 Staff Accountant-Lo	$19,376	$17,075	$18,905	$20,000	$22,450	20
315.00 Bursar	$25,525	$21,000	$24,000	$27,000	$30,000	14
315.10 Assc Bursar	$19,700	$15,000	$15,400	$24,000	$24,211	4
316.00 Dir Purchasing	$30,320	$23,663	$28,445	$31,050	$36,550	40
316.10 Assc Dir Purchasing	$21,000	$18,445	$20,000	$23,300	$25,572	9
317.00 Dir Bookstore	$22,829	$19,600	$22,218	$24,619	$28,032	62
317.10 Assc Dir Bookstore	$19,650	$14,900	$17,650	$20,000	$22,500	9
318.00 Dir Internal Audit	$38,195	$35,700	$37,500	$39,000	$41,748	7
319.00 Dir Aux Services	$37,056	$29,000	$33,427	$40,528	$44,980	12
319.10 Mgr Mail Services	$16,469	$14,616	$15,800	$17,219	$19,950	32
320.00 Dir Campus Security	$27,589	$22,750	$26,045	$28,900	$32,595	68
322.10 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$57,750	$44,866	$55,650	$61,000	$69,500	73
401.10 Dir Annual Giving	$31,075	$24,150	$29,500	$32,800	$36,504	48
401.20 Dir Corp/Fndtn Rel	$37,138	$28,625	$34,626	$37,900	$43,865	30
401.30 Coord Res Dev	$24,000	$20,000	$22,300	$25,650	$33,390	16
401.40 Dir Estate Pln	$33,975	$28,808	$31,965	$37,250	$42,119	20
402.00 Chf Pubic Rel Off	$34,106	$29,264	$32,000	$35,443	$40,788	55
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$48,900	$35,000	$43,775	$55,641	$58,455	12
404.00 Dir Alumni Affairs	$30,000	$24,479	$28,288	$31,560	$35,750	73
405.00 Dir Dev/Alumni Aff	$44,000	$37,681	$43,000	$46,112	$47,500	7
406.00 Dir Spec/Defer Gifts	$34,900	$29,806	$34,125	$36,040	$49,500	18
407.00 Dir Church Relations	$34,000	$26,500	$30,210	$35,000	$43,000	11
408.00 Dir Community Serv	$30,858	$25,200	$30,739	$30,976	$44,435	8
409.00 Dir Publications	$26,720	$22,678	$25,923	$29,905	$34,932	35
409.10 Assc Dir Publicatns	$20,208	$19,000	$19,480	$20,892	$23,650	14
409.20 Mgr Printing Srv	$22,150	$17,900	$20,410	$23,750	$24,939	24
410.00 Dir Info Office	$27,271	$20,000	$26,267	$30,200	$35,100	31
411.00 Dir News Bureau	$20,750	$18,386	$19,620	$22,000	$23,583	17
STUDENT SERVICES						
501.00 Chf Student Aff Off	$48,840	$43,000	$46,999	$52,138	$58,000	86
502.00 Dir Admissions	$40,600	$33,000	$37,500	$42,700	$48,268	74
502.10 Assc Dir Admissions	$26,777	$22,565	$25,440	$28,676	$31,200	64
502.20 Admissions Counselor	$20,338	$16,750	$19,000	$21,585	$23,320	74
502.30 Academic Advisor	$22,235	$18,900	$22,235	$22,235	$31,313	14
503.00 Dir.Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$34,805	$29,114	$32,137	$36,865	$40,989	85
504.00 Assc Registrar	$24,681	$19,500	$23,999	$25,400	$27,939	16
504.20 Asst Registrar	$21,597	$18,900	$20,500	$22,497	$25,416	26
505.00 Dir Adm/Fin Aid	$50,175	$41,350	$48,900	$52,000	$56,900	16
506.00 Dir Student Fin Aid	$32,951	$28,932	$31,800	$34,578	$38,150	85
506.10 Assc Dir Std Fin Aid	$22,760	$21,000	$22,000	$23,091	$24,276	39
507.00 Dir Food Services	$34,313	$29,256	$31,895	$37,381	$44,052	24
507.10 Assc Dir Food Serv	$24,900	$22,050	$24,000	$26,431	$30,740	13
508.00 Dir Student Housing	$27,147	$22,650	$26,500	$29,600	$35,567	54
508.10 Assc Dir Std Housing	$19,504	$14,000	$17,474	$20,326	$23,500	16
508.20 Housing Off/Adm Opr	*	*	*	*	*	3
508.30 Housing Off/Res Life	$21,250	$18,000	$18,800	$23,730	$27,285	32
510.00 Dir Foreign Students	$25,005	$20,000	$24,010	$26,000	$28,560	8
511.00 Dir Student Union	$27,900	$23,382	$26,617	$30,736	$36,860	30
511.10 Assc Dir Std Union	$22,048	$20,500	$21,548	$23,765	$27,000	7
512.00 Dir Std Activities	$26,250	$21,147	$25,000	$28,088	$31,147	59
513.00 Dir Std Placement	$29,500	$23,700	$26,460	$30,935	$35,925	79
514.00 Dir Std Counseling	$31,908	$26,150	$29,692	$35,454	$39,325	56
514.10 Assc Dir Std Cnslg	$27,625	$23,500	$26,250	$29,000	$30,100	8
515.00 Dir Std Hlth-Physicn	$24,850	$12,900	$24,000	$25,700	$32,800	8
516.00 Dir Std Hlth-Nurse	$21,875	$18,774	$21,000	$25,200	$30,000	58
517.00 Dir Campus Ministries	$27,270	$23,333	$26,274	$30,000	$34,115	42
518.00 Dir Athletics	$40,050	$32,638	$38,000	$44,116	$48,087	75
519.00 Dir Sports Info	$20,425	$16,000	$19,950	$21,333	$24,400	37
520.00 Dir Athletics/Men	$44,200	$38,010	$44,100	$44,300	$44,556	6
521.00 Dir Athletics/Women	$29,978	$22,000	$26,250	$30,600	$34,233	12
522.00 Dir Campus Rec	$22,056	$18,020	$21,859	$24,468	$28,900	22
523.00 Dir Enrollment Mgmt	$49,640	$29,021	$36,800	$50,100	$53,811	13
524.00 Dir Minority Affairs.	$26,925	$22,000	$25,000	$27,965	$33,755	15
525.00 Dir Conferences	$25,286	$21,048	$25,000	$26,500	$30,900	18

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*denotes 3 cases or fewer.

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $19 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	*	*	*	*	*	2
101.10 Asst to Ceo/System	*	*	*	*	*	3
102.00 Ceo / Single Inst	$104,545	$87,500	$100,000	$110,000	$132,500	88
102.10 Asst to Ceo/Single	$43,600	$32,400	$39,500	$48,505	$58,300	57
103.00 Exec Vice Pres	$75,920	$62,000	$72,425	$80,825	$91,484	15
ACADEMIC						
201.00 Chief Acad Off	$75,000	$66,250	$72,640	$78,431	$85,600	84
202.00 Chf Hlth Prof Off	$32,811	$26,040	$30,121	$35,500	$75,846	4
203.00 Dir Library Serv	$47,500	$39,406	$45,953	$51,500	$57,500	82
203.10 Circulatn Librarian	$25,716	$20,900	$23,350	$27,352	$31,300	42
203.20 Acquistns Librarian	$32,080	$23,166	$30,400	$33,047	$37,735	42
203.30 Tech Serv Librarian	$31,538	$28,341	$30,890	$32,629	$36,473	66
203.40 Public Serv Librarian	$30,479	$24,489	$28,910	$32,414	$38,136	40
203.50 Reference Librarian	$28,887	$24,800	$27,187	$30,708	$34,991	64
204.00 Dir Instit Research	$40,008	$32,641	$38,796	$44,188	$54,269	38
204.10 Asse Dir Inst Res	$32,586	$22,250	$31,178	$35,531	$37,692	7
205.00 Dir Educ Media Serv	$30,155	$25,572	$29,175	$31,500	$36,888	45
206.00 Dir Learning Res Ctr	$30,000	$26,600	$29,200	$31,525	$34,590	25
207.00 Dir Internatl Std Ed	$40,706	$36,917	$38,000	$46,000	$54,174	15
208.00 Dir Comp Ctr,Opr/Acad	$42,863	$33,155	$41,745	$46,128	$52,209	40
208.10 Asse Dir CC Opr/Acad	$30,780	$24,728	$26,460	$33,986	$40,000	23
209.00 Admn,Grants-Contract	$39,345	$24,154	$31,800	$45,557	$51,000	17
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$57,600	$50,256	$55,700	$59,500	$64,108	6
213.00 Dean,Arts & Sciences	$62,916	$52,618	$60,000	$63,550	$74,105	20
214.00 Dean,Business	$61,772	$48,484	$56,142	$65,163	$76,500	24
215.00 Dean,Communications	*	*	*	*	*	2
216.00 Dean,Continuing Ed	$49,918	$39,100	$47,592	$51,915	$56,912	28
218.00 Dean,Education	$50,242	$39,531	$46,000	$53,016	$60,150	16
219.00 Dean,Engineering	$55,600	$48,484	$50,700	$60,500	$70,145	6
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$52,986	$42,300	$48,543	$54,043	$58,263	5
223.00 Dean,Graduate Program	$47,231	$37,260	$43,340	$49,242	$59,433	20
224.00 Dean,Hlth-Rltd Prof	$59,380	$43,059	$53,690	$65,870	$73,304	5
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$52,000	$40,600	$51,789	$54,608	$56,180	11
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	$95,030	$82,572	$88,000	$102,060	$138,000	5
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$51,774	$45,370	$47,247	$56,300	$66,483	6
232.00 Dean,Music	$48,004	$37,000	$41,500	$54,507	$86,897	4
233.00 Dean,Nursing	$50,428	$37,000	$46,180	$54,675	$61,733	6
234.00 Dean,Occ Std/Voc Ed	$59,000	$54,240	$55,100	$59,808	$63,800	7
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$60,450	$41,490	$50,742	$61,310	$63,303	15
238.00 Dean,Social Sciences	$46,305	$41,573	$43,400	$55,500	$58,785	11
240.00 Dean,Special Programs	$47,969	$46,496	$47,900	$57,550	$60,660	7
241.00 Dean,Undergrad Prog	$53,254	$44,994	$46,507	$60,000	$64,767	6
ADMINISTRATIVE						
301.00 Chief Business Off	$75,139	$64,500	$72,393	$79,175	$86,428	70
301.01 Chief Admin Off	$64,500	$51,000	$58,800	$67,000	$80,000	14
301.02 Chief Financial Off	$60,378	$50,500	$55,584	$65,000	$77,199	24
301.10 Dir Health & Safety	$30,576	$21,672	$30,000	$31,151	$31,152	4
301.20 Dir Telecommunic	$25,900	$20,815	$23,912	$29,215	$44,150	15
302.00 Chief Planning Off	$56,174	$46,065	$55,139	$57,780	$79,500	14
303.00 Chief Budgeting Off	$47,373	$37,450	$46,000	$50,000	$55,400	24
303.10 Asse Budget Dir	$37,200	$34,000	$36,957	$37,296	$38,400	7
304.00 Chief Plan-Budgt Off	$57,285	$41,880	$50,500	$61,600	$72,100	10
305.00 General Counsel	$53,976	$44,063	$44,200	$58,000	$62,004	7
305.10 Staff Attorneys	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$43,222	$33,170	$41,200	$44,300	$50,715	63
306.10 Asse Dir Pers/HR	$29,652	$26,800	$28,610	$32,400	$36,300	23
306.20 Manager Benefits	$26,000	$23,300	$25,445	$27,528	$35,345	23
306.30 Manager Training Dev	$27,460	$23,613	$26,843	$27,730	$32,273	5
306.40 Manager Empl Relatns	$34,075	$26,500	$27,905	$40,245	$52,247	4
306.60 Manager Employment	$25,240	$23,041	$24,700	$26,459	$28,382	9
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	3
306.80 Mgr Personnel Inf Sys	$28,069	$24,433	$25,334	$30,804	$32,113	6
307.00 Dir AA/EEO	$38,250	$34,840	$36,807	$42,655	$52,588	15
307.10 Asse Dir AA/EEO	$34,567	$25,244	$32,034	$37,100	$37,284	4
308.00 Dir Pers-AA	$43,421	$39,610	$42,623	$46,581	$50,629	10
309.00 Dir Computer Center	$49,672	$41,600	$47,250	$51,621	$58,000	58
309.10 Asse Dir Computer Ctr	$39,149	$30,000	$36,570	$41,100	$48,600	26
309.20 Data Base Admin	$35,636	$30,275	$32,150	$37,956	$40,200	12
309.30 Sys Analyst I-Hi	$33,800	$27,472	$31,000	$38,010	$40,183	33
309.40 Sys Analyst II-Lo	$28,393	$22,975	$26,500	$30,353	$36,383	14
309.50 Prog Analyst I-Hi	$30,670	$25,425	$28,184	$33,082	$36,845	50
309.60 Prog Analyst II-Lo	$24,183	$19,170	$23,200	$25,358	$27,872	48
310.00 Dir Comp Ctn Op/Ad	$45,850	$32,100	$42,300	$47,861	$51,351	28
310.10 Asse Dir Cmp Cnt	$34,743	$30,700	$33,548	$36,444	$39,050	14
311.00 Dir Inform Systems	$47,387	$39,996	$45,270	$54,269	$65,381	12
312.00 Chf Phys Plnt/Fac	$48,000	$40,650	$45,500	$49,918	$54,916	75
312.10 Asse Dir Phys Plnt	$38,350	$30,241	$33,507	$40,605	$44,549	45
312.20 Mgr Landscape/Grds	$28,703	$24,227	$27,471	$29,872	$33,834	49
312.30 Mgr Bldg Mnt Trades	$31,600	$27,965	$30,763	$33,570	$37,162	31
312.40 Mgr Tech Trades	$33,550	$27,400	$31,382	$33,800	$36,334	11
312.50 Mgr Custodial Srv	$29,345	$26,074	$28,500	$31,000	$33,946	47

*denotes 3 cases or fewer.

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $19 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.60 Mgr Power Plant	$36,000	$31,368	$35,105	$37,200	$39,852	19
313.00 Comptroller	$49,669	$38,720	$46,000	$51,090	$57,900	64
313.10 Manager Payroll	$26,020	$22,000	$24,500	$28,000	$30,576	36
314.00 Dir Accounting	$36,410	$28,377	$35,600	$37,956	$42,476	28
314.10 Staff Accountant-Hi	$28,375	$22,568	$26,220	$30,277	$40,041	46
314.20 Staff Accountant-Lo	$23,850	$19,500	$22,690	$24,240	$27,449	38
315.00 Bursar	$30,000	$24,375	$28,500	$34,560	$39,720	34
315.10 Asse Bursar	$27,300	$24,000	$27,000	$29,203	$38,124	9
316.00 Dir Purchasing	$34,038	$28,000	$31,319	$36,625	$42,200	50
316.10 Asse Dir Purchasing	$27,731	$23,221	$25,735	$28,175	$34,325	9
317.00 Dir Bookstore	$31,000	$24,300	$29,760	$31,787	$35,151	51
317.10 Asse Dir Bookstore	$19,533	$17,000	$19,000	$20,000	$26,856	14
318.00 Dir Internal Audit	$36,171	$34,176	$36,101	$36,750	$45,000	13
319.00 Dir Aux Services	$41,061	$35,900	$38,800	$43,725	$55,580	24
319.10 Mgr Mail Services	$20,342	$17,321	$19,598	$21,125	$23,868	37
320.00 Dir Campus Security	$31,088	$25,828	$29,654	$33,407	$39,283	76
321.00 Dir Risk Mgt/Ins	$38,300	$27,664	$34,100	$42,500	$60,666	4
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.10 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$66,504	$55,000	$63,750	$71,500	$80,000	74
401.10 Dir Annual Giving	$33,000	$27,400	$31,500	$35,100	$38,500	63
401.20 Dir Corp/Fndtn Rel	$38,295	$30,444	$34,527	$40,100	$45,975	46
401.30 Coord Res Dev	$26,625	$24,838	$26,425	$28,657	$32,750	22
401.40 Dir Estate Pln	$44,550	$36,960	$43,575	$47,000	$53,000	28
402.00 Chf Pubic Rel Off	$41,972	$34,983	$40,252	$46,950	$53,772	63
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$63,000	$45,000	$58,000	$66,600	$79,500	20
404.00 Dir Alumni Affairs	$37,158	$30,000	$34,450	$40,000	$44,450	80
405.00 Dir Dev/Alumni Aff	$50,000	$45,000	$49,128	$50,300	$51,000	9
406.00 Dir Spec/Defer Gifts	$43,050	$35,223	$40,800	$46,760	$52,250	28
407.00 Dir Church Relations	$39,853	$29,126	$38,381	$41,879	$45,000	14
408.00 Dir Community Serv	$30,885	$15,888	$27,000	$35,031	$46,000	9
409.00 Dir Publications	$30,100	$26,250	$29,490	$32,025	$38,700	43
409.10 Asse Dir Publicatns	$25,500	$22,659	$24,185	$26,525	$30,860	21
409.20 Mgr Printing Srv	$25,724	$20,946	$23,609	$27,432	$30,936	30
410.00 Dir Info Office	$31,000	$24,900	$29,670	$39,300	$42,000	17
411.00 Dir News Bureau	$27,300	$24,200	$26,100	$29,000	$32,750	29
STUDENT SERVICES						
501.00 Chf Student Aff Off	$57,138	$49,000	$54,500	$60,000	$68,355	85
502.00 Dir Admissions	$48,115	$38,486	$44,500	$50,500	$58,000	77
502.10 Asse Dir Admissions	$31,024	$26,789	$29,694	$33,575	$38,975	82
502.20 Admissions Counselor	$20,375	$18,180	$19,200	$22,000	$23,500	84
502.30 Academic Advisor	$33,380	$23,074	$28,875	$35,160	$36,154	16
503.00 Dir Adm & Registrar	$50,519	$42,167	$47,834	$53,203	$61,354	4
504.00 Registrar	$40,315	$34,000	$39,405	$42,800	$48,000	84
504.00 Asse Registrar	$26,264	$23,463	$25,400	$27,391	$30,925	20
504.20 Asst Registrar	$25,116	$20,192	$23,573	$26,112	$28,155	35
505.00 Dir Adm/Fin Aid	$66,545	$50,000	$65,174	$68,100	$72,300	12
506.00 Dir Student Fin Aid	$39,060	$33,075	$37,600	$41,300	$45,650	88
506.10 Asse Dir Std Fin Aid	$25,000	$21,396	$24,000	$26,859	$30,153	58
507.00 Dir Food Services	$46,321	$36,200	$44,579	$50,500	$54,030	25
507.10 Asse Dir Food Serv	$30,321	$24,513	$29,187	$32,068	$35,200	20
508.00 Dir Student Housing	$31,650	$27,175	$29,918	$34,108	$38,528	65
508.10 Asse Dir Std Housing	$24,065	$19,500	$24,000	$24,726	$31,200	21
508.20 Housing Off/Adm Opr	$27,500	$19,443	$24,150	$32,783	$33,168	11
508.30 Housing Off/Res Life	$26,300	$19,080	$22,500	$27,828	$33,000	31
510.00 Dir Foreign Students	$29,225	$22,800	$27,000	$30,380	$35,520	17
511.00 Dir Student Union	$31,178	$24,380	$30,013	$32,650	$38,156	28
511.10 Asse Dir Std Union	$24,029	$18,064	$20,804	$25,002	$28,106	10
511.20 Std Union Bsn Mgr	*	*	*	*	*	2
512.00 Dir Std Activities	$30,000	$24,200	$27,870	$32,266	$36,100	61
513.00 Dir Std Placement	$34,000	$28,161	$31,800	$35,861	$41,500	73
514.00 Dir Std Counseling	$37,455	$30,600	$36,150	$39,700	$46,536	68
514.10 Asse Dir Std Cnslg	$31,300	$20,100	$30,808	$35,000	$39,000	17
515.00 Dir Std Hlth-Physicn	$63,200	$25,500	$41,189	$67,000	$85,000	20
516.00 Dir Std Hlth-Nurse	$27,801	$22,600	$26,076	$29,377	$31,706	52
517.00 Dir Campus Ministries	$34,082	$26,208	$32,260	$37,598	$40,500	48
518.00 Dir Athletics	$47,341	$39,276	$44,900	$50,200	$56,900	74
519.00 Dir Sports Info	$21,884	$18,000	$21,235	$23,650	$26,550	50
520.00 Dir Athletics/Men	$48,299	$37,465	$45,360	$51,100	$56,275	5
521.00 Dir Athletics/Women	$36,000	$35,256	$36,000	$36,000	$42,000	8
522.00 Dir Campus Rec	$31,500	$24,567	$28,717	$32,192	$36,691	35
523.00 Dir Enrollment Mgmt	$55,120	$46,410	$55,000	$56,000	$64,320	13
524.00 Dir Minority Affairs	$34,200	$27,350	$31,200	$36,036	$42,500	39
525.00 Dir Conferences	$30,000	$27,000	$29,130	$31,476	$40,100	29

*denotes 3 cases or fewer.

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$68,000	$59,000	$66,150	$69,603	$78,524	15
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$66,092	$59,056	$63,270	$70,000	$79,111	95
102.10 Asst to Ceo/Single	$31,164	$22,685	$27,500	$39,031	$54,859	25
103.00 Exec Vice Pres	$60,166	$45,000	$53,771	$61,215	$72,500	14
ACADEMIC						
201.00 Chief Acad Off	$49,800	$41,500	$47,250	$51,228	$56,868	99
202.00 Chf Hlth Prof Off	$37,925	$37,242	$37,850	$38,000	$46,200	4
203.00 Dir Library Serv	$32,283	$25,564	$30,793	$34,108	$41,294	77
203.10 Circulatn Librarian	$24,959	$15,808	$24,368	$26,652	$39,328	13
203.20 Acquistns Librarian	*	*	*	*	*	3
203.30 Tech Serv Librarian	$28,560	$21,168	$28,500	$29,686	$41,469	9
203.40 Public Serv Librarian	$27,831	$19,520	$26,580	$29,082	$33,975	8
203.50 Reference Librarian	$27,370	$21,682	$26,182	$30,823	$36,581	15
204.00 Dir Instit Research	$37,039	$30,232	$35,520	$38,004	$46,404	17
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$28,000	$21,069	$26,170	$28,596	$34,001	23
206.00 Dir Learning Res Ctr	$34,863	$26,265	$32,216	$36,800	$41,121	36
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr,Opr/Acad	$28,827	$22,152	$28,482	$44,000	$51,588	9
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn,Grants-Contract	$32,430	$26,906	$30,601	$34,417	$43,476	14
212.00 Dean,Arts & Letters	$37,834	$32,089	$35,085	$43,442	$52,433	5
213.00 Dean,Arts & Sciences	$44,913	$39,410	$43,272	$46,600	$50,712	12
214.00 Dean,Business	$42,588	$35,028	$38,456	$43,870	$49,988	26
215.00 Dean,Communications	$40,722	$35,487	$39,288	$42,156	$43,200	4
216.00 Dean,Continuing Ed	$38,069	$31,800	$36,222	$43,190	$47,100	37
218.00 Dean,Education	$41,810	$37,860	$40,619	$43,000	$46,120	6
219.00 Dean,Engineering	$44,990	$34,099	$43,999	$45,198	$49,518	10
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	*	*	*	*	*	3
224.00 Dean,Hlth-Rltd Prof	$44,496	$38,338	$43,881	$45,307	$51,909	15
226.00 Dean,Humanities	$43,896	$35,487	$41,340	$47,597	$49,516	14
227.00 Dean,Instruction	$50,516	$47,080	$49,832	$51,200	$60,297	6
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$40,462	$34,147	$37,701	$43,222	$53,993	4
233.00 Dean,Nursing	$39,750	$33,739	$38,532	$40,580	$43,549	18
234.00 Dean,Occ Std/Voc Ed	$44,189	$37,272	$43,272	$45,066	$49,267	29
237.00 Dean,Sciences	$39,000	$34,147	$37,122	$43,951	$49,267	13
238.00 Dean,Social Sciences	$46,712	$39,777	$45,823	$48,559	$58,427	10
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$44,484	$34,339	$38,687	$44,772	$55,816	10
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$46,000	$35,000	$43,000	$48,787	$53,040	97
301.01 Chief Admin Off	$52,712	$45,928	$48,901	$56,522	$61,215	8
301.02 Chief Financial Off	$37,937	$32,076	$34,800	$40,000	$45,000	14
301.10 Dir Health & Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	*	*	*	*	*	2
302.00 Chief Planning Off	$40,472	$26,598	$38,693	$42,250	$66,025	4
303.00 Chief Budgeting Off	$38,563	$29,071	$35,594	$40,273	$43,934	5
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	$51,971	$38,800	$46,606	$57,336	$64,952	4
306.00 Chf Personnel/HR Off	$28,467	$22,215	$27,260	$35,100	$40,923	22
306.10 Assc Dir Pers/HR	$26,745	$25,885	$26,480	$29,232	$32,997	5
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	3
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	3
307.00 Dir AA/EEO	$41,940	$28,080	$39,500	$54,166	$56,334	7
308.00 Dir Pers-AA	$41,344	$37,000	$40,748	$41,940	$42,814	6
309.00 Dir Computer Center	$36,173	$28,800	$33,480	$38,388	$45,078	37
309.10 Assc Dir Computer Ctr	$29,807	$20,715	$26,819	$32,654	$43,050	5
309.20 Data Base Admin	$38,467	$32,010	$37,161	$39,773	$51,588	4
309.30 Sys Analyst I-Hi	$23,810	$21,000	$22,799	$24,821	$27,740	4
309.40 Sys Analyst II-Lo	*	*	*	*	*	2
309.50 Prog Analyst I-Hi	$24,944	$23,261	$24,840	$25,000	$30,870	11
309.60 Prog Analyst II-Lo	$23,351	$21,500	$22,236	$24,465	$25,572	6
310.00 Dir Comp Ctn Op/Ad	$34,691	$26,126	$30,969	$37,341	$39,568	10
310.10 Assc Dir Cmp Cnt	$37,008	$24,205	$31,119	$37,096	$48,570	7
311.00 Dir Inform Systems	$28,473	$24,000	$25,000	$31,945	$51,588	8
312.00 Chf Phys Plnt/Fac	$30,974	$22,324	$27,300	$32,760	$36,738	62
312.10 Assc Dir Phys Plnt	$26,204	$19,719	$24,490	$27,562	$30,477	11
312.20 Mgr Landscape/Grds	$23,808	$19,920	$23,000	$24,616	$28,308	8
312.30 Mgr Bldg Mnt Trades	$23,950	$18,300	$23,062	$28,836	$29,610	16
312.40 Mgr Tech Trades	*	*	*	*	*	2
312.50 Mgr Custodial Srv	$19,090	$17,270	$18,946	$19,800	$29,230	13
312.60 Mgr Power Plant	*	*	*	*	*	1
313.00 Comptroller	$31,959	$26,737	$31,500	$34,571	$41,000	27
313.10 Manager Payroll	$26,123	$20,038	$23,154	$26,923	$30,588	10
314.00 Dir Accounting	$25,000	$18,120	$22,886	$28,713	$34,160	15
314.10 Staff Accountant-Hi	$24,050	$19,603	$21,670	$24,900	$29,378	20
314.20 Staff Accountant-Lo	$21,250	$18,036	$20,500	$25,572	$27,577	12
315.00 Bursar	*	*	*	*	*	2
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$28,708	$19,608	$25,162	$31,021	$38,688	21
316.10 Assc Dir Purchasing	*	*	*	*	*	3
317.00 Dir Bookstore	$18,825	$15,380	$18,000	$20,000	$25,123	44

*denotes 3 cases or fewer.

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6 MILLION OR LESS

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
317.10 Assc Dir Bookstore	$18,446	$13,125	$13,500	$23,391	$25,996	4
318.00 Dir Internal Audit	*	*	*	*	*	3
319.00 Dir Aux Services	$34,191	$26,400	$29,011	$40,044	$59,170	9
319.10 Mgr Mail Services	$17,083	$11,319	$14,665	$19,500	$23,378	8
320.00 Dir Campus Security	$22,451	$17,640	$22,128	$25,093	$28,391	16
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$36,878	$29,000	$33,000	$41,517	$53,820	26
401.10 Dir Annual Giving	$30,003	$26,000	$26,656	$33,350	$34,272	6
401.20 Dir Corp/Fndtn Rel	*	*	*	*	*	3
401.30 Coord Res Dev	*	*	*	*	*	3
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Pubic Rel Off	$26,534	$22,050	$25,000	$30,450	$33,910	39
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$23,787	$20,880	$23,611	$34,416	$44,880	7
404.00 Dir Alumni Affairs	$24,600	$19,800	$22,193	$26,460	$29,000	12
405.00 Dir Dev/Alumni Aff	$37,621	$24,000	$28,700	$46,541	$52,000	4
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	2
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$37,794	$32,122	$35,158	$38,970	$44,232	20
409.00 Dir Publications	$30,654	$25,667	$30,000	$31,308	$38,978	8
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	$27,744	$19,225	$21,600	$28,452	$34,884	9
410.00 Dir Info Office	$28,322	$22,040	$27,000	$29,580	$33,068	12
411.00 Dir News Bureau	*	*	*	*	*	1
STUDENT SERVICES						
501.00 Chf Student Aff Off	$44,201	$35,000	$41,100	$45,467	$53,950	87
502.00 Dir Admissions	$30,984	$24,500	$29,950	$32,581	$39,759	47
502.10 Assc Dir Admissions	$26,246	$23,241	$26,000	$27,510	$31,000	11
502.20 Admissions Counselor	$22,977	$16,000	$22,200	$25,000	$30,653	26
502.30 Academic Advisor	$25,883	$22,033	$24,583	$29,191	$41,519	5
503.00 Dir.Adm & Registrar	$34,132	$23,000	$33,400	$36,462	$41,416	14
504.00 Registrar	$28,227	$21,000	$26,458	$30,072	$37,113	61
504.00 Assc Registrar	$18,000	$15,553	$17,737	$18,187	$30,427	5
504.20 Asst Registrar	$20,066	$18,530	$20,000	$20,131	$21,000	6
505.00 Dir Adm/Fin Aid	$35,385	$26,900	$33,492	$37,671	$46,529	16
506.00 Dir Student Fin Aid	$30,173	$21,144	$27,448	$33,262	$37,035	75
506.10 Assc Dir Std Fin Aid	$20,135	$15,721	$19,300	$22,050	$25,000	11
507.00 Dir Food Services	$20,836	$16,625	$20,125	$22,577	$31,980	14
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Student Housing	$21,475	$14,000	$17,325	$25,000	$28,000	14
508.10 Assc Dir Std Housing	*	*	*	*	*	2
508.20 Housing Off/Adm Opr	*	*	*	*	*	3
508.30 Housing Off/Res Life	$21,500	$18,000	$21,500	$21,500	$23,065	6
510.00 Dir Foreign Students	*	*	*	*	*	1
511.00 Dir Student Union	*	*	*	*	*	2
511.10 Assc Dir Std Union	*	*	*	*	*	1
511.20 Std Union Bsn Mgr	*	*	*	*	*	1
512.00 Dir Std Activities	$27,500	$17,550	$22,050	$30,125	$34,350	28
513.00 Dir Std Placement	$28,738	$22,595	$26,712	$31,650	$35,093	27
514.00 Dir Std Counseling	$30,749	$25,050	$29,988	$31,910	$40,036	40
514.10 Assc Dir Std Cnslg	$26,830	$24,170	$24,875	$30,690	$45,792	9
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$20,244	$16,850	$20,000	$25,885	$29,120	11
517.00 Dir Campus Ministries	$20,699	$14,825	$18,550	$22,848	$30,000	4
518.00 Dir Athletics	$32,416	$23,400	$30,000	$35,568	$45,000	27
519.00 Dir Sports Info	*	*	*	*	*	1
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	*	*	*	*	*	2
522.00 Dir Campus Rec	$32,806	$17,193	$31,500	$34,111	$64,400	4
523.00 Dir Enrollment Mgmt	*	*	*	*	*	3
524.00 Dir Minority Affairs	*	*	*	*	*	3
525.00 Dir Conferences	$33,755	$19,003	$32,190	$35,320	$37,664	4

*denotes 3 cases or fewer.

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6 - $9.7 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$73,034	$66,160	$72,630	$73,109	$75,150	13
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$71,100	$64,000	$69,012	$72,900	$78,203	69
102.10 Asst to Ceo/Single	$34,142	$29,516	$31,000	$35,336	$48,000	19
103.00 Exec Vice Pres	$60,277	$48,802	$56,615	$61,947	$68,791	5
ACADEMIC						
201.00 Chief Acad Off	$54,641	$50,000	$52,618	$56,036	$59,694	81
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$38,621	$30,806	$36,500	$39,900	$45,635	58
203.10 Circulatn Librarian	$23,919	$21,030	$23,858	$23,980	$30,432	8
203.20 Acquistns Librarian	$19,414	$15,800	$17,701	$21,126	$25,416	4
203.30 Tech Serv Librarian	$24,606	$20,262	$24,092	$25,600	$31,195	19
203.40 Public Serv Librarian	$23,978	$19,662	$20,728	$32,415	$34,905	7
203.50 Reference Librarian	$28,363	$21,000	$24,115	$30,480	$37,100	17
204.00 Dir Instit Research	$39,879	$29,821	$36,340	$42,250	$46,018	25
205.00 Dir Educ Media Serv	$29,769	$21,000	$26,460	$33,355	$35,919	24
206.00 Dir Learning Res Ctr	$36,983	$29,960	$35,045	$40,000	$44,399	13
207.00 Dir Internatl Std Ed	*	*	*	*	*	1
208.00 Dir Comp Ctr,Opr/Acad	$31,250	$23,466	$28,200	$38,584	$45,139	9
208.10 Asse Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn,Grants-Contract	$28,825	$22,999	$26,955	$39,372	$42,249	7
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$45,955	$42,553	$44,286	$47,624	$48,960	4
213.00 Dean,Arts & Sciences	$40,685	$36,475	$38,443	$44,531	$47,907	17
214.00 Dean,Business	$42,668	$40,025	$41,736	$45,000	$48,311	29
215.00 Dean,Communications	*	*	*	*	*	2
216.00 Dean,Continuing Ed	$44,761	$38,500	$42,136	$46,683	$50,365	52
218.00 Dean,Education	$40,037	$35,878	$38,622	$42,769	$50,063	8
219.00 Dean,Engineering	$46,233	$40,258	$44,759	$49,070	$54,620	10
221.00 Dean,Extension	$36,715	$30,023	$36,140	$37,379	$40,709	5
222.00 Dean,Fine Arts	$36,695	$30,400	$32,262	$41,127	$49,464	4
223.00 Dean,Graduate Progrem	*	*	*	*	*	1
224.00 Dean,Hlth-Rltd Prof	$42,927	$39,700	$42,634	$43,633	$47,652	18
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$44,320	$39,653	$43,262	$45,111	$48,611	18
227.00 Dean,Instruction	*	*	*	*	*	2
230.00 Dean,Mathematics	$41,811	$37,650	$39,515	$44,106	$50,796	6
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$41,186	$31,767	$39,590	$43,157	$47,900	13
234.00 Dean,Occ Std/Voc Ed	$41,921	$38,276	$40,660	$44,184	$49,265	80
237.00 Dean,Sciences	$45,521	$33,302	$42,204	$46,900	$51,689	14
238.00 Dean,Social Sciences	$40,775	$34,500	$39,619	$47,615	$51,500	9
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$38,715	$35,000	$37,648	$41,920	$43,000	12
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$51,149	$47,154	$49,840	$53,295	$58,385	75
301.01 Chief Admin Off	$48,359	$47,250	$48,248	$48,470	$55,689	8
301.02 Chief Financial Off	$40,092	$38,517	$39,592	$40,465	$41,800	11
301.10 Dir Health & Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	*	*	*	*	*	3
302.00 Chief Planning Off	$52,233	$48,224	$50,542	$53,912	$58,378	5
303.00 Chief Budgeting Off	*	*	*	*	*	3
303.10 Asse Budget Dir	$26,333	$23,089	$26,235	$33,096	$42,759	5
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$35,800	$25,000	$31,750	$37,056	$42,106	21
306.10 Asse Dir Pers/HR	*	*	*	*	*	3
306.20 Manager Benefits	*	*	*	*	*	1
306.30 Manager Training-Dev	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	2
307.10 Asse Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$33,720	$24,750	$32,164	$35,100	$38,500	24
309.00 Dir Computer Center	$37,205	$33,000	$36,517	$38,032	$45,000	13
309.10 Asse Dir Computer Ctr	$28,272	$25,092	$27,636	$30,000	$32,870	11
309.20 Data Base Admin	*	*	*	*	*	2
309.30 Sys Analyst I-Hi	$28,670	$25,111	$28,664	$30,000	$31,308	9
309.40 Sys Analyst II-Lo	$25,923	$18,387	$20,646	$31,200	$32,512	4
309.50 Prog Analyst I-Hi	$28,066	$24,312	$26,553	$28,976	$33,035	18
309.60 Prog Analyst II-Lo	$27,000	$21,883	$24,155	$27,140	$30,833	11
310.00 Dir Comp Ctn Op/Ad	$30,479	$26,700	$29,884	$33,804	$39,713	12
310.10 Asse Dir Cmp Cnt	$31,718	$19,350	$27,359	$33,581	$36,385	5
311.00 Dir Inform Systems	$40,412	$37,710	$39,987	$40,673	$52,336	13
312.00 Chf Phys Plnt/Fac	$34,145	$28,009	$31,700	$35,979	$39,569	62
312.10 Asse Dir Phys Plnt	$27,124	$22,512	$26,796	$28,680	$33,407	17
312.20 Mgr Landscape/Grds	$19,360	$18,020	$18,720	$20,000	$21,738	6
312.30 Mgr Bldg Mnt Trades	$21,570	$17,141	$19,950	$23,231	$28,000	7
312.40 Mgr Tech Trades	$29,216	$26,469	$29,188	$29,243	$38,671	4
312.50 Mgr Custodial Srv	$22,000	$15,796	$20,063	$23,089	$25,738	11
312.60 Mgr Power Plant	*	*	*	*	*	2
313.00 Comptroller	$36,150	$29,924	$34,406	$36,808	$37,880	40
313.10 Manager Payroll	$21,360	$16,413	$20,663	$22,512	$23,291	15
314.00 Dir Accounting	$27,501	$25,370	$26,964	$28,000	$30,765	21
314.10 Staff Accountant-Hi	$22,981	$19,346	$22,700	$23,910	$25,980	14
314.20 Staff Accountant-Lo	$21,500	$16,471	$20,796	$22,191	$24,684	20
315.00 Bursar	$22,800	$18,406	$22,478	$22,898	$28,000	9
315.10 Asse Bursar	*	*	*	*	*	1

*denotes 3 cases or fewer.

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6 - $9.7 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
316.00 Dir Purchasing	$24,074	$20,928	$23,299	$26,088	$32,351	24
316.10 Assc Dir Purchasing	$19,939	$17,200	$18,723	$21,154	$24,500	6
317.00 Dir Bookstore	$21,948	$18,000	$21,300	$23,735	$27,315	43
317.10 Assc Dir Bookstore	*	*	*	*	*	3
318.00 Dir Internal Audit	*	*	*	*	*	2
319.00 Dir Aux Services	$33,329	$26,610	$30,050	$34,600	$42,425	12
319.10 Mgr Mail Services	$17,674	$11,960	$16,260	$19,087	$26,201	4
320.00 Dir Campus Security	$21,276	$19,100	$19,525	$23,550	$25,406	17
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$39,678	$32,240	$36,800	$43,050	$48,407	33
401.10 Dir Annual Giving	*	*	*	*	*	1
401.20 Dir Corp/Fndtn Rel	*	*	*	*	*	2
401.30 Coord Res Dev	*	*	*	*	*	1
402.00 Chf Pubic Rel Off	$28,824	$23,745	$26,036	$30,496	$33,009	25
403.00 Chf Dev/Pub Rel Off	$39,496	$32,816	$37,248	$42,646	$47,999	5
404.00 Dir Alumni Affairs	$21,131	$18,850	$20,422	$21,840	$30,000	4
405.00 Dir Dev/Alumni Aff	$30,864	$21,023	$25,955	$31,326	$35,894	5
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	3
408.00 Dir Community Serv	$31,618	$27,000	$29,984	$31,998	$41,008	16
409.00 Dir Publications	$27,863	$22,000	$27,002	$28,123	$35,083	4
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	$20,235	$18,927	$19,695	$21,038	$27,213	15
410.00 Dir Info Office	$24,667	$20,112	$23,429	$25,720	$31,030	18
411.00 Dir News Bureau	*	*	*	*	*	1
STUDENT SERVICES						
501.00 Chf Student Aff Off	$47,851	$40,800	$45,168	$48,932	$52,343	76
502.00 Dir Admissions	$35,324	$30,056	$34,481	$36,880	$42,156	39
502.10 Assc Dir Admissions	$24,000	$19,816	$23,000	$24,000	$28,141	11
502.20 Admissions Counselor	$23,646	$17,972	$21,000	$24,615	$27,843	17
502.30 Academic Advisor	*	*	*	*	*	3
503.00 Dir Adm & Registrar	$38,745	$34,438	$37,605	$41,150	$45,893	23
504.00 Registrar	$32,553	$26,348	$32,021	$34,927	$40,932	40
504.00 Assc Registrar	$22,388	$21,000	$22,170	$22,605	$25,110	6
504.20 Asst Registrar	$19,500	$15,595	$17,000	$22,000	$25,838	4
505.00 Dir Adm/Fin Aid	$37,450	$29,400	$35,860	$44,468	$46,161	7
506.00 Dir Student Fin Aid	$30,577	$25,781	$29,017	$31,825	$37,312	70
506.10 Assc Dir Std Fin Aid	$22,698	$20,461	$22,056	$23,540	$28,500	14
507.00 Dir Food Services	$23,710	$16,380	$22,500	$25,572	$27,589	12
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Student Housing	$21,737	$16,333	$20,350	$23,123	$30,063	8
508.10 Assc Dir Std Housing	*	*	*	*	*	2
508.20 Housing Off/Adm Opr	*	*	*	*	*	2
508.30 Housing Off/Res Life	$21,100	$16,727	$18,000	$24,200	$26,100	6
511.00 Dir Student Union	*	*	*	*	*	3
512.00 Dir Std Activities	$24,228	$19,260	$23,710	$27,245	$32,912	34
513.00 Dir Std Placement	$32,206	$22,075	$30,720	$32,927	$38,103	26
514.00 Dir Std Counseling	$37,144	$27,991	$33,272	$39,768	$42,264	38
514.10 Assc Dir Std Cnslg	*	*	*	*	*	3
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$24,845	$16,439	$21,780	$25,881	$30,000	14
518.00 Dir Athletics	$38,166	$32,617	$36,190	$38,709	$44,296	25
519.00 Dir Sports Info	*	*	*	*	*	2
521.00 Dir Athletics/Women	*	*	*	*	*	2
522.00 Dir Campus Rec	$26,714	$18,000	$23,004	$30,424	$43,000	4
523.00 Dir Enrollment Mgmt	$36,750	$27,864	$32,945	$37,638	$43,763	5
524.00 Dir Minority Affairs	*	*	*	*	*	2
525.00 Dir Conferences	*	*	*	*	*	3

*denotes 3 cases or fewer.

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $9.7 - $18 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$75,854	$69,827	$75,600	$77,309	$81,507	16
101.10 Asst to Ceo/System	$47,418	$30,079	$47,035	$47,800	$55,695	6
102.00 Ceo / Single Inst	$79,380	$70,500	$77,100	$81,800	$88,650	69
102.10 Asst to Ceo/Single	$40,890	$32,042	$38,900	$49,301	$54,581	20
103.00 Exec Vice Pres	$67,357	$57,000	$66,420	$68,600	$75,600	13
ACADEMIC						
201.00 Chief Acad Off	$59,153	$53,760	$57,750	$62,060	$68,660	81
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$39,950	$33,398	$36,851	$42,084	$48,849	52
203.10 Circulatn Librarian	$28,629	$19,650	$25,059	$30,371	$31,951	9
203.20 Acquistns Librarian	$27,019	$23,571	$26,364	$32,963	$37,914	11
203.30 Tech Serv Librarian	$29,967	$24,635	$27,311	$32,193	$37,707	27
203.40 Public Serv Librarian	$30,676	$22,536	$27,694	$31,662	$38,117	22
203.50 Reference Librarian	$28,675	$23,000	$27,176	$30,514	$35,803	32
204.00 Dir Instit Research	$38,562	$31,149	$35,992	$42,000	$48,324	34
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$34,647	$28,000	$30,313	$37,662	$45,320	30
206.00 Dir Learning Res Ctr	$44,075	$34,860	$42,945	$45,684	$50,051	41
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr,Opr/Acad	$39,307	$33,304	$34,459	$40,457	$45,000	13
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn,Grants-Contract	$36,434	$29,590	$32,422	$40,547	$50,998	16
211.00 Dean,Agriculture	$56,178	$49,220	$53,447	$57,527	$80,378	5
212.00 Dean,Arts & Letters	$46,239	$39,000	$46,057	$48,573	$50,051	9
213.00 Dean,Arts & Sciences	$46,356	$40,512	$44,610	$52,620	$63,034	20
214.00 Dean,Business	$47,796	$39,031	$43,243	$48,189	$54,692	41
215.00 Dean,Communications	$43,538	$38,549	$39,563	$45,113	$46,659	11
216.00 Dean,Continuing Ed	$45,750	$40,279	$44,778	$48,197	$54,582	55
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$50,378	$46,637	$48,336	$52,419	$77,508	4
219.00 Dean,Engineering	$54,484	$49,225	$54,000	$54,515	$64,300	13
221.00 Dean,Extension	$45,000	$36,200	$39,500	$45,114	$45,969	11
222.00 Dean,Fine Arts	$43,365	$39,198	$40,265	$48,189	$49,750	7
223.00 Dean,Graduate Program	*	*	*	*	*	3
224.00 Dean,Hlth-Rltd Prof	$45,386	$39,924	$45,000	$47,513	$51,285	29
226.00 Dean,Humanities	$45,851	$38,688	$43,993	$47,182	$55,276	22
227.00 Dean,Instruction	$54,083	$51,600	$53,549	$54,526	$59,499	10
229.00 Dean Lib & Inf Sci	$45,100	$34,950	$45,000	$45,200	$49,750	4
230.00 Dean,Mathematics	$45,375	$36,500	$37,285	$45,951	$48,189	13
232.00 Dean,Music	*	*	*	*	*	1
233.00 Dean,Nursing	$44,554	$35,459	$42,533	$46,002	$52,000	19
234.00 Dean,Occ Std/Voc Ed	$47,454	$43,146	$45,820	$51,984	$55,776	42
235.00 Dean,Pharmacy	*	*	*	*	*	1
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$48,665	$44,132	$46,822	$50,204	$56,108	26
238.00 Dean,Social Sciences	$46,642	$43,447	$45,775	$48,308	$55,778	30
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$42,042	$29,911	$41,800	$42,945	$51,414	13
241.00 Dean,Undergrad Prog	$46,790	$38,000	$43,012	$50,568	$58,027	4
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$58,234	$51,250	$55,600	$59,925	$63,738	71
301.01 Chief Admin Off	$60,500	$53,170	$59,000	$66,000	$66,772	9
301.02 Chief Financial Off	$49,660	$40,581	$46,596	$51,343	$56,189	18
301.10 Dir Health & Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	$37,643	$32,414	$36,917	$40,729	$47,322	9
302.00 Chief Planning Off	$49,400	$45,815	$47,000	$50,120	$53,674	11
303.00 Chief Budgeting Off	$43,321	$33,222	$37,490	$46,377	$49,500	15
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	$35,000	$17,000	$35,000	$35,000	$40,500	4
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$40,778	$35,980	$39,823	$44,040	$49,116	38
306.10 Assc Dir Pers/HR	$31,992	$28,891	$29,984	$34,000	$36,235	6
306.20 Manager Benefits	$23,642	$18,381	$21,979	$25,305	$30,141	8
306.30 Manager Training Dev	*	*	*	*	*	3
306.60 Manager Employment	*	*	*	*	*	2
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	3
307.00 Dir AA/EEO	$40,943	$26,250	$37,400	$41,933	$43,938	11
308.00 Dir Pers-AA	$44,835	$34,969	$41,358	$46,967	$51,213	15
309.00 Dir Computer Center	$44,000	$38,717	$41,564	$47,017	$54,288	49
309.10 Assc Dir Computer Ctr	$38,046	$32,389	$36,148	$39,125	$40,579	10
309.20 Data Base Admin	$30,160	$24,473	$29,267	$33,165	$37,614	7
309.30 Sys Analyst I-Hi	$30,707	$23,602	$28,503	$31,365	$36,411	16
309.40 Sys Analyst II-Lo	$28,314	$27,753	$28,206	$29,907	$33,324	5
309.50 Prog Analyst I-Hi	$29,121	$25,008	$27,645	$30,060	$33,000	28
309.60 Prog Analyst II-Lo	$24,156	$21,237	$22,124	$24,541	$28,566	25
310.00 Dir Comp Ctr Op/Ad	$40,563	$33,648	$40,250	$41,342	$48,407	16
310.10 Assc Dir Cmp Cnt	$37,224	$30,200	$32,935	$37,503	$45,705	7
311.00 Dir Inform Systems	$50,052	$39,368	$46,651	$52,387	$57,017	10
312.00 Chf Phys Plnt/Fac	$41,413	$34,888	$39,777	$42,842	$47,000	65
312.10 Assc Dir Phys Plnt	$30,862	$25,677	$30,155	$32,678	$37,000	25
312.20 Mgr Landscape/Grds	$25,925	$23,322	$24,691	$26,688	$29,147	20
312.30 Mgr Bldg Mnt Trades	$29,823	$24,840	$29,658	$31,025	$33,900	19
312.40 Mgr Tech Trades	$27,715	$24,880	$26,338	$28,928	$30,676	5
312.50 Mgr Custodial Srv	$24,600	$21,049	$22,738	$26,470	$31,618	25
312.60 Mgr Power Plant	$34,456	$26,489	$33,656	$35,256	$37,500	8

*denotes 3 cases or fewer.

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $9.7 - $18 MILLION

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.00 Comptroller	$39,826	$33,407	$38,213	$42,508	$47,049	42
313.10 Manager Payroll	$25,453	$22,748	$24,684	$26,043	$29,488	25
314.00 Dir Accounting	$33,681	$29,652	$32,288	$38,595	$41,022	26
314.10 Staff Accountant-Hi	$30,565	$26,264	$28,865	$31,470	$34,311	20
314.20 Staff Accountant-Lo	$23,831	$22,365	$23,676	$25,382	$29,369	15
315.00 Bursar	$32,288	$26,432	$28,531	$38,364	$42,352	11
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$32,073	$26,200	$31,152	$33,048	$36,563	41
316.10 Assc Dir Purchasing	$23,248	$21,160	$21,595	$24,900	$30,250	4
317.00 Dir Bookstore	$28,301	$23,643	$25,572	$29,760	$32,773	17
317.10 Assc Dir Bookstore	$23,587	$20,279	$23,098	$24,256	$25,000	5
318.00 Dir Internal Audit	$33,047	$31,356	$32,260	$33,134	$36,400	6
319.00 Dir Aux Services	$40,688	$35,858	$39,625	$42,456	$44,900	21
319.10 Mgr Mail Services	$19,082	$17,680	$18,836	$19,328	$24,770	8
320.00 Dir Campus Security	$29,257	$22,620	$26,924	$31,513	$39,387	41
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$49,230	$40,258	$44,255	$52,133	$57,364	20
401.10 Dir Annual Giving	$26,172	$22,588	$25,844	$26,500	$26,800	4
401.20 Dir Corp/Fndtn Rel	$34,953	$31,200	$34,606	$35,300	$45,150	8
401.30 Coord Res Dev	$38,638	$23,200	$32,500	$44,776	$50,000	4
402.00 Chf Pubic Rel Off	$36,960	$28,589	$32,500	$39,220	$43,100	37
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$43,000	$37,386	$41,400	$44,570	$56,700	11
404.00 Dir Alumni Affairs	$27,860	$26,360	$27,685	$31,000	$35,328	14
405.00 Dir Dev/Alumni Aff	$43,258	$24,000	$43,100	$43,415	$45,743	9
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	2
408.00 Dir Community Serv	$43,224	$34,144	$41,573	$45,215	$50,931	26
409.00 Dir Publications	$33,692	$27,536	$31,320	$33,820	$41,177	15
409.10 Assc Dir Publicatns	$27,091	$21,298	$24,679	$28,372	$30,571	5
409.20 Mgr Printing Srv	$23,767	$19,639	$23,100	$25,806	$27,040	19
410.00 Dir Info Office	$31,467	$25,000	$29,332	$32,297	$35,398	24
411.00 Dir News Bureau	*	*	*	*	*	3
STUDENT SERVICES						
501.00 Chf Student Aff Off	$52,005	$45,208	$50,000	$55,238	$61,192	79
502.00 Dir Admissions	$41,375	$35,387	$38,771	$44,776	$49,344	37
502.10 Assc Dir Admissions	$31,346	$28,435	$29,274	$33,604	$37,644	16
502.20 Admissions Counselor	$25,024	$22,362	$24,000	$25,745	$27,945	22
502.30 Academic Advisor	$32,009	$26,500	$28,515	$33,300	$35,778	12
503.00 Dir Adm & Registrar	$41,857	$37,116	$40,500	$43,492	$50,931	26
504.00 Registrar	$39,723	$32,160	$36,700	$42,500	$49,344	47
504.00 Assc Registrar	$31,783	$29,958	$30,633	$32,933	$37,008	6
504.20 Asst Registrar	$26,100	$22,295	$25,431	$26,520	$31,750	14
505.00 Dir Adm/Fin Aid	*	*	*	*	*	1
506.00 Dir Student Fin Aid	$37,770	$31,300	$35,695	$39,315	$43,560	72
506.10 Assc Dir Std Fin Aid	$27,210	$21,282	$26,856	$28,225	$30,503	18
507.00 Dir Food Services	$27,916	$24,650	$26,948	$28,000	$42,330	14
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Student Housing	$35,517	$28,020	$31,186	$35,700	$38,052	16
508.10 Assc Dir Std Housing	$28,474	$26,045	$28,277	$28,645	$38,197	4
508.20 Housing Off/Adm Opr	*	*	*	*	*	2
508.30 Housing Off/Res Life	*	*	*	*	*	2
510.00 Dir Foreign Students	*	*	*	*	*	3
511.00 Dir Student Union	$33,228	$24,000	$30,266	$36,445	$39,924	7
511.10 Assc Dir Std Union	*	*	*	*	*	2
511.20 Std Union Bsn Mgr	*	*	*	*	*	1
512.00 Dir Std Activities	$32,791	$23,850	$30,481	$36,730	$42,116	44
513.00 Dir Std Placement	$33,816	$27,713	$32,105	$35,100	$43,667	17
514.00 Dir Std Counseling	$41,434	$36,114	$39,198	$43,592	$46,615	50
514.10 Assc Dir Std Cnslg	$34,981	$24,486	$30,038	$39,923	$53,000	6
515.00 Dir Std Hlth Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$24,500	$19,710	$22,546	$26,466	$31,749	21
517.00 Dir Campus Ministries	*	*	*	*	*	1
518.00 Dir Athletics	$40,120	$32,300	$38,000	$43,899	$51,683	39
519.00 Dir Sports Info	*	*	*	*	*	2
522.00 Dir Campus Rec	$30,475	$24,023	$29,906	$31,921	$42,617	10
523.00 Dir Enrollment Mgmt	$39,326	$29,000	$34,350	$46,818	$53,054	10
524.00 Dir Minority Affairs	$37,033	$30,792	$33,000	$46,629	$50,463	7
525.00 Dir Conferences	$36,487	$32,500	$34,098	$37,500	$43,532	9

*denotes 3 cases or fewer.

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $18 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / System	$87,740	$80,063	$85,729	$91,008	$98,732	35
101.10 Asst to Ceo/System	$47,733	$42,000	$47,247	$49,980	$65,714	12
102.00 Ceo / Single Inst	$85,005	$73,708	$79,000	$87,936	$94,500	52
102.10 Asst to Ceo/Single	$46,329	$36,850	$42,253	$48,765	$61,000	25
103.00 Exec Vice Pres	$68,478	$64,024	$66,528	$70,323	$76,000	23
ACADEMIC						
201.00 Chief Acad Off	$68,332	$61,973	$65,299	$70,490	$75,659	76
202.00 Chf Hlth Prof Off	$62,415	$50,733	$61,422	$63,058	$70,540	6
203.00 Dir Library Serv	$46,925	$35,683	$43,343	$48,573	$55,845	45
203.10 Circulatn Librarian	$35,870	$28,664	$33,492	$38,618	$47,665	20
203.20 Acquistns Librarian	$37,061	$26,400	$36,580	$38,231	$50,835	13
203.30 Tech Serv Librarian	$32,609	$30,173	$32,267	$34,010	$40,531	25
203.40 Public Serv Librarian	$38,708	$30,316	$37,851	$40,869	$42,853	12
203.50 Reference Librarian	$34,670	$25,313	$32,659	$39,923	$46,946	22
204.00 Dir Instit Research	$48,389	$40,198	$46,181	$51,698	$59,093	47
204.10 Assc Dir Inst Res	$33,911	$33,718	$33,911	$37,026	$43,295	11
205.00 Dir Educ Media Serv	$41,634	$35,935	$39,110	$42,720	$49,664	33
206.00 Dir Learning Res Ctr	$51,558	$42,746	$48,298	$54,838	$59,000	48
207.00 Dir Internatl Std Ed	$51,500	$41,440	$51,182	$51,552	$55,590	9
208.00 Dir Comp Ctr,Opr/Acad	$45,823	$31,368	$44,573	$48,654	$52,162	16
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn,Grants-Contract	$40,800	$33,000	$37,856	$42,026	$50,206	39
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$45,530	$40,980	$45,283	$47,993	$55,398	5
213.00 Dean,Arts & Sciences	$57,700	$48,060	$53,497	$60,259	$67,146	24
214.00 Dean,Business	$55,234	$47,274	$52,852	$57,286	$61,500	53
215.00 Dean,Communications	$52,004	$44,843	$50,222	$56,808	$60,966	15
216.00 Dean,Continuing Ed	$54,372	$45,521	$51,770	$55,527	$60,500	58
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	*	*	*	*	*	3
219.00 Dean,Engineering	$56,784	$46,717	$55,447	$57,643	$62,748	15
221.00 Dean,Extension	$59,497	$56,330	$59,014	$62,292	$64,350	11
222.00 Dean,Fine Arts	$56,708	$52,105	$55,044	$58,797	$60,513	12
224.00 Dean,Hlth-Rltd Prof	$57,239	$42,348	$52,064	$59,497	$62,303	33
225.00 Dean,Home Economics	$48,394	$32,500	$40,231	$56,556	$58,446	4
226.00 Dean,Humanities	$58,020	$47,573	$57,178	$58,666	$64,350	32
227.00 Dean,Instruction	$58,864	$54,146	$57,224	$59,329	$64,412	15
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean Lib & Inf Sci	$52,346	$45,909	$52,092	$52,600	$54,677	8
230.00 Dean,Mathematics	$54,870	$42,224	$51,561	$57,850	$59,538	24
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$49,624	$44,338	$49,014	$50,100	$53,177	20
234.00 Dean,Occ Std/Voc Ed	$56,151	$51,129	$55,127	$56,789	$61,340	41
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$55,103	$48,354	$53,342	$57,413	$61,689	30
238.00 Dean,Social Sciences	$55,068	$47,721	$52,804	$57,670	$62,584	29
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$52,499	$39,602	$51,148	$53,536	$56,987	15
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$68,165	$57,150	$67,123	$71,163	$77,572	66
301.01 Chief Admin Off	$62,000	$56,202	$59,950	$62,935	$69,532	11
301.02 Chief Financial Off	$58,900	$51,744	$56,403	$61,265	$66,688	21
301.10 Dir Health & Safety	$36,729	$34,504	$35,000	$38,458	$45,714	6
301.20 Dir Telecommunic	$39,116	$35,335	$38,501	$40,114	$49,922	11
302.00 Chief Planning Off	$57,100	$45,000	$53,100	$62,237	$66,950	22
303.00 Chief Budgeting Off	$46,538	$38,010	$41,532	$49,800	$56,503	28
303.10 Assc Budget Dir	$38,036	$33,600	$35,392	$39,782	$42,015	12
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	$58,014	$47,003	$54,507	$60,204	$64,221	5
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$51,831	$38,195	$46,236	$54,500	$64,779	59
306.10 Assc Dir Pers/HR	$40,329	$34,900	$38,195	$44,322	$54,504	23
306.20 Manager Benefits	$27,965	$22,236	$26,368	$29,278	$31,500	22
306.30 Manager Training-Dev	$41,987	$34,661	$41,292	$42,681	$44,480	8
306.40 Manager Empl Relatns	$42,229	$36,421	$40,983	$46,891	$66,217	5
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$31,000	$25,155	$29,500	$32,500	$37,102	14
306.70 Mgr Wage-Sal/Mgr,Comp	$34,753	$26,780	$33,407	$36,884	$44,544	9
306.80 Mgr Personnel Inf Sys	$30,803	$24,162	$27,660	$31,821	$33,480	9
307.00 Dir AA/EEO	$41,975	$36,165	$40,040	$44,362	$50,000	22
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$47,802	$34,623	$45,887	$56,990	$58,980	17
309.00 Dir Computer Center	$53,673	$47,400	$51,429	$56,172	$62,750	47
309.10 Assc Dir Computer Ctr	$46,038	$40,662	$44,000	$46,500	$54,163	14
309.20 Data Base Admin	$42,002	$36,253	$40,312	$45,918	$50,363	10
309.30 Sys Analyst I-Hi	$36,214	$30,232	$35,756	$36,764	$40,150	34
309.40 Sys Analyst II-Lo	$28,697	$25,548	$28,082	$29,576	$30,348	12
309.50 Prog Analyst I-Hi	$35,122	$30,319	$33,871	$35,969	$38,748	40
309.60 Prog Analyst II-Lo	$27,701	$23,387	$25,440	$28,961	$32,390	37
310.00 Dir Comp Ctn Op/Ad	$42,161	$33,919	$39,748	$48,072	$52,162	19
310.10 Assc Dir Cmp Cnt	$35,472	$33,705	$35,268	$35,475	$43,276	8
311.00 Dir Inform Systems	$59,901	$46,400	$57,803	$61,100	$64,945	24
312.00 Chf Phys Plnt/Fac	$48,279	$41,300	$45,200	$50,116	$55,294	75
312.10 Assc Dir Phys Plnt	$35,355	$31,284	$34,400	$38,201	$44,530	38
312.20 Mgr Landscape/Grds	$29,184	$20,773	$27,189	$30,919	$32,812	28
312.30 Mgr Bldg Mnt Trades	$31,181	$26,596	$29,327	$33,881	$36,570	24

*denotes 3 cases or fewer.

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $18 MILLION OR MORE

CUPA 1989-90 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$33,407	$30,850	$31,992	$33,407	$35,890	11
312.50 Mgr Custodial Srv	$29,450	$23,340	$26,395	$30,510	$33,230	33
312.60 Mgr Power Plant	$33,260	$25,496	$32,316	$34,267	$36,954	9
313.00 Comptroller	$51,174	$42,400	$47,944	$55,561	$59,145	46
313.10 Manager Payroll	$29,029	$24,910	$27,364	$33,019	$38,468	38
314.00 Dir Accounting	$40,947	$35,380	$38,562	$43,307	$48,300	32
314.10 Staff Accountant-Hi	$35,081	$27,577	$33,375	$36,466	$38,526	31
314.20 Staff Accountant-Lo	$26,257	$20,819	$24,490	$28,418	$29,737	26
315.00 Bursar	$34,298	$27,289	$31,350	$37,055	$44,386	25
315.10 Assc Bursar	$27,672	$20,360	$27,463	$27,880	$28,942	4
316.00 Dir Purchasing	$40,067	$33,407	$37,637	$42,870	$48,311	57
316.10 Assc Dir Purchasing	$30,500	$23,802	$29,400	$32,631	$37,461	11
317.00 Dir Bookstore	$33,832	$29,450	$32,262	$36,000	$38,290	46
317.10 Assc Dir Bookstore	$27,285	$21,561	$25,797	$29,013	$33,441	18
318.00 Dir Internal Audit	$39,747	$34,006	$37,780	$42,331	$46,666	20
319.00 Dir Aux Services	$43,759	$38,093	$42,709	$46,365	$56,076	18
319.10 Mgr Mail Services	$24,805	$19,052	$21,058	$26,026	$30,595	15
320.00 Dir Campus Security	$36,146	$29,291	$33,627	$37,091	$40,384	50
321.00 Dir Risk Mgt/Ins	$39,963	$38,142	$39,577	$40,349	$41,500	6
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$54,262	$43,300	$52,400	$57,000	$65,669	35
401.10 Dir Annual Giving	$42,943	$37,500	$39,109	$43,712	$43,800	7
401.20 Dir Corp/Fndtn Rel	$43,500	$35,000	$41,285	$44,100	$48,414	9
401.30 Coord Res Dev	*	*	*	*	*	3
402.00 Chf Pubic Rel Off	$46,223	$37,676	$44,698	$52,225	$56,739	45
402.10 Dir Gov/Leg Rel	*	*	*	*	*	3
403.00 Chf Dev/Pub Rel Off	$60,873	$51,455	$55,000	$62,364	$64,621	9
404.00 Dir Alumni Affairs	$29,074	$26,699	$26,739	$31,408	$33,390	6
405.00 Dir Dev/Alumni Aff	$36,429	$33,400	$35,590	$37,275	$43,389	12
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	2
408.00 Dir Community Serv	$43,297	$40,598	$40,598	$45,100	$55,944	42
409.00 Dir Publications	$33,587	$30,000	$33,070	$34,085	$38,290	18
409.10 Assc Dir Publicatns	$37,131	$22,008	$32,977	$41,285	$41,967	4
409.20 Mgr Printing Srv	$32,541	$24,987	$30,414	$33,488	$39,937	24
410.00 Dir Info Office	$39,928	$33,460	$37,838	$43,150	$49,320	22
411.00 Dir News Bureau	$29,939	$26,208	$29,800	$30,077	$33,019	6
STUDENT SERVICES						
501.00 Chf Student Aff Off	$61,259	$53,858	$58,300	$65,000	$69,760	76
502.00 Dir Admissions	$40,112	$32,000	$39,017	$43,800	$53,305	43
502.10 Assc Dir Admissions	$37,372	$29,661	$36,252	$37,984	$43,678	19
502.20 Admissions Counselor	$25,308	$19,245	$24,253	$25,308	$29,303	15
502.30 Academic Advisor	$24,058	$21,048	$23,745	$25,492	$31,645	11
503.00 Dir Adm & Registrar	$49,895	$42,900	$48,408	$51,027	$59,809	29
504.00 Registrar	$42,840	$31,500	$41,279	$46,931	$51,696	47
504.00 Assc Registrar	$34,026	$30,279	$31,928	$36,430	$45,168	20
504.20 Asst Registrar	$30,236	$27,750	$29,309	$31,587	$38,334	22
505.00 Dir Adm/Fin Aid	$47,566	$38,000	$44,279	$49,437	$55,800	9
506.00 Dir Student Fin Aid	$43,064	$35,464	$39,800	$44,653	$48,408	75
506.10 Assc Dir Std Fin Aid	$30,138	$23,602	$28,600	$31,587	$36,152	32
507.00 Dir Food Services	$33,613	$26,400	$31,701	$37,315	$43,417	14
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Student Housing	$30,168	$29,012	$29,796	$30,539	$35,750	4
508.10 Assc Dir Std Housing	*	*	*	*	*	1
508.30 Housing Off/Res Life	*	*	*	*	*	1
510.00 Dir Foreign Students	$33,909	$29,380	$33,383	$34,435	$43,610	6
511.00 Dir Student Union	*	*	*	*	*	2
511.10 Assc Dir Std Union	*	*	*	*	*	2
512.00 Dir Std Activities	$38,045	$29,528	$35,208	$42,085	$50,834	57
513.00 Dir Std Placement	$38,850	$30,110	$36,698	$40,215	$46,200	42
514.00 Dir Std Counseling	$48,408	$39,928	$45,120	$49,975	$56,650	58
514.10 Assc Dir Std Cnslg	$43,238	$37,440	$38,000	$51,092	$53,969	7
516.00 Dir Std Hlth-Nurse	$31,474	$24,245	$29,363	$34,527	$40,632	22
518.00 Dir Athletics	$51,792	$37,800	$46,381	$53,714	$58,573	32
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	$24,223	$21,000	$23,519	$24,927	$34,996	8
523.00 Dir Enrollment Mgmt	$44,194	$38,394	$42,388	$46,000	$47,260	6
524.00 Dir Minority Affairs	$35,000	$31,498	$34,998	$35,000	$41,692	5
525.00 Dir Conferences	*	*	*	*	*	3

*denotes 3 cases or fewer.

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
EXECUTIVE								
101.00 CEO / System	$130,000	$100,003	$108,000	$80,000	$75,353	$75,875	$79,155	$66,800
101.10 Asst to Ceo/System	$71,400	$63,000	$55,777	$57,928	$37,108	$42,504	$49,980	$43,798
102.00 Ceo / Single Inst	$126,800	$76,000	$98,688	$88,659	$86,500	$82,154	$74,412	$71,539
102.10 Asst to Ceo/Single	$72,084	$52,102	$55,120	$42,500	$43,087	$33,488	$53,583	$35,316
103.00 Exec Vice Pres	$118,750	$99,623	$77,530	$67,284	$60,000	$55,650	$66,420	$69,224
ACADEMIC								
201.00 Chief Acad Off	$102,400	$95,000	$79,500	$78,872	$61,800	$60,000	$57,120	$55,793
202.00 Chf Hlth Prof Off	$134,002	$78,650	$87,504	$60,000	$32,505	$40,000	$54,933	$38,000
203.00 Dir Library Serv	$73,524	$76,392	$53,808	$52,093	$38,823	$34,100	$40,893	$35,011
203.10 Circulatn Librarian	$35,840	$31,870	$29,000	$27,534	$23,000	$21,378	$33,037	$29,640
203.20 Acquistns Librarian	$40,328	$37,125	$33,976	$29,774	$28,900	$23,731	$41,491	$25,908
203.30 Tech Serv Librarian	$49,531	$43,279	$34,773	$33,591	$30,130	$23,700	$28,169	$30,181
203.40 Public Serv Librarian	$49,550	$47,364	$34,882	$34,050	$30,870	$26,720	$31,051	$30,316
203.50 Reference Librarian	$39,137	$39,222	$33,479	$28,928	$27,187	$24,800	$35,775	$28,937
204.00 Dir Instit Research	$59,218	$53,354	$49,528	$40,552	$39,021	$31,450	$44,966	$39,879
204.10 Assc Dir Inst Res	$43,586	$39,312	$37,962	$32,002	$35,164	$22,625	$37,186	$35,055
205.00 Dir Educ Media Serv	$47,340	$40,115	$40,100	$30,650	$27,900	$24,844	$35,935	$29,315
206.00 Dir Learning Res Ctr	$49,563	$38,404	$43,744	$36,500	$30,125	$26,300	$43,730	$40,475
207.00 Dir Internatl Std Ed	$60,082	$40,526	$49,296	$34,000	$37,942	$35,894	$51,341	$42,220
208.00 Dir Comp Ctr,Opr/Acad	$67,124	$65,860	$47,800	$46,240	$40,039	$29,100	$44,116	$31,303
208.10 Assc Dir CC Opr/Acad	$52,250	$52,883	$40,500	$37,328	$25,805	$25,810	$34,183	$30,186
209.00 Admn,Grants-Contract	$62,700	$51,360	$50,303	$37,753	$36,075	$27,780	$42,138	$34,128
210.00 Dean,Architecture	$85,025	*	$79,476	*	$48,225	*	*	$45,000
211.00 Dean,Agriculture	$93,550	*	$66,956	*	$54,256	*	$53,830	*
212.00 Dean,Arts & Letters	$93,481	$91,000	$66,436	$70,509	$48,928	$44,190	$46,239	$47,791
213.00 Dean,Arts & Sciences	$90,000	$84,878	$68,880	$64,600	$50,346	$58,700	$48,900	$45,092
214.00 Dean,Business	$99,000	$109,248	$74,300	$68,000	$49,867	$46,616	$47,807	$47,136
215.00 Dean,Communications	$85,000	$67,919	$60,000	$60,456	$37,600	$30,000	$45,354	$42,789
216.00 Dean,Continuing Ed	$73,725	$59,000	$60,000	$49,236	$45,790	$38,492	$47,964	$44,649
217.00 Dean,Dentistry	$117,000	*	$109,760	*	*	*	$51,804	$41,700
218.00 Dean,Education	$82,484	$79,180	$65,211	$63,750	$47,000	$40,160	$48,160	$43,000
219.00 Dean,Engineering	$103,676	*	$79,934	*	$50,700	*	$51,718	$54,794
221.00 Dean,Extension	$85,124	$87,500	$61,002	$54,369	$51,228	$29,200	$50,116	$45,969
222.00 Dean,Fine Arts	$79,763	$73,331	$66,308	$62,952	$42,708	$32,470	$49,464	$55,132
223.00 Dean,Graduate Program	$82,000	$83,260	$63,917	$57,925	$44,543	$42,400	$50,986	$41,098
224.00 Dean,Hlth-Rltd Prof	$80,589	$76,650	$67,320	$68,491	$48,626	$48,000	$48,972	$45,076
225.00 Dean,Home Economics	$75,350	$77,568	$19,844	$57,880	$35,740	*	$58,446	$44,528
226.00 Dean,Humanities	$87,400	$91,125	$62,162	$69,644	$41,334	$33,637	$53,034	$44,703
227.00 Dean,Instruction	$61,500	*	$66,457	$55,452	$48,393	$58,080	$54,552	$53,433
228.00 Dean,Law	$114,250	$112,500	$107,914	$120,000	$89,845	*	$40,385	*
229.00 Dean Lib & Inf Sci	$81,000	$73,800	$59,586	$56,916	$62,837	$30,360	$50,871	$45,200
230.00 Dean,Mathematics	$83,164	*	$57,566	$55,278	$37,000	$33,455	$47,388	$49,872
231.00 Dean,Medicine	$163,425	*	$131,250	*	*	*	*	*
232.00 Dean,Music	$79,237	$77,595	$60,000	$50,000	$31,445	$36,185	$45,180	$39,333
233.00 Dean,Nursing	$83,450	$82,256	$48,704	$62,238	$32,240	$44,032	$46,095	$43,157
234.00 Dean,Occ Std/Voc Ed	$73,589	$75,252	$68,124	$68,580	$54,020	$32,000	$46,886	$48,189
235.00 Dean,Pharmacy	$95,523	$82,800	$74,900	*	$80,115	*	$86,964	*
236.00 Dean,Public Health	$124,794	$126,850	$69,552	*	*	*	$45,975	*
237.00 Dean,Sciences	$98,500	*	$67,600	$70,000	$42,600	$36,107	$49,935	$47,179
238.00 Dean,Social Sciences	$98,984	$78,135	$68,473	$73,000	$39,405	$42,895	$49,990	$48,213
239.00 Dean,Social Work	$88,200	$82,450	$67,808	$37,764	$35,634	$38,423	$48,250	$40,775
240.00 Dean,Special Programs	$73,443	$64,213	$51,899	$52,800	$37,720	$44,249	$45,030	$42,042
241.00 Dean,Undergrad Prog	$78,945	$73,788	$65,213	$50,628	$46,604	$48,565	$50,568	$44,820
242.00 Dean,Veterinary Sci	$97,524	*	*	*	*	*	$100,428	*
ADMINISTRATIVE								
301.00 Chief Business Off	$92,867	$97,000	$75,090	$67,924	$58,850	$47,311	$55,081	$44,092
301.01 Chief Admin Off	$85,000	$102,900	$72,152	$68,752	$50,000	$60,300	$56,485	$54,227
301.02 Chief Financial Off	$79,550	$81,900	$62,520	$58,160	$49,581	$49,180	$51,014	$42,997
301.10 Dir Health & Safety	$51,500	$59,600	$36,650	$36,176	$24,600	$30,958	$34,752	$40,216
301.20 Dir Telecommunic	$52,599	$45,000	$37,774	$35,610	$27,750	$21,500	$38,501	$34,259
302.00 Chief Planning Off	$75,450	$62,776	$57,100	$56,075	$50,575	$42,648	$51,368	$56,000
303.00 Chief Budgeting Off	$62,888	$51,400	$50,093	$42,000	$45,596	$33,779	$48,500	$40,000
303.10 Assc Budget Dir	$51,261	$42,334	$41,360	$34,538	$31,440	$34,080	$34,000	$38,036
304.00 Chief Plan-Budgt Off	$71,907	$73,173	$62,516	$49,698	$49,516	$41,175	$55,300	$64,952
305.00 General Counsel	$78,741	$68,150	$57,358	$61,000	$49,320	$53,976	$35,000	$50,510
305.10 Staff Attorneys	$49,180	$45,000	$46,452	$24,035	$39,763	$30,000	$10,000	$42,000
306.00 Chf Personnel/HR Off	$64,506	$60,000	$50,000	$47,616	$44,000	$32,000	$47,000	$37,278
306.10 Assc Dir Pers/HR	$48,856	$40,850	$40,723	$34,436	$27,345	$27,100	$53,470	$34,000
306.20 Manager Benefits	$43,263	$36,300	$33,969	$27,850	$25,020	$25,445	$31,500	$25,971
306.30 Manager Training-Dev	$39,065	$36,550	$34,111	$28,587	$32,003	$27,113	$51,447	$40,602
306.40 Manager Empl Relatns	$47,819	$35,000	$44,184	$30,000	$21,780	$30,953	$39,736	$46,891
306.50 Manager Labor Rel	$47,719	$53,220	$51,000	$50,703	$43,200	*	$67,779	*
306.60 Manager Employment	$41,748	$32,000	$33,250	$26,915	$27,008	$24,700	$25,155	$29,239
306.70 Mgr Wage-Sal/Mgr,Comp	$38,786	$35,052	$33,948	$28,397	$19,560	$26,656	$43,269	$28,518
306.80 Mgr Personnel Inf Sys	$42,348	$31,075	$34,870	$25,782	$47,246	$24,884	$39,025	$27,660
307.00 Dir AA/EEO	$55,750	$51,000	$45,350	$41,526	$40,000	$36,626	$42,582	$41,193
307.10 Assc Dir AA/EEO	$41,146	$33,849	$46,223	$37,606	*	$32,034	$50,766	$35,327
308.00 Dir Pers-AA	$46,300	$66,800	$45,600	$38,600	$43,654	$29,000	$42,770	$37,067
309.00 Dir Computer Center	$72,888	$75,000	$56,654	$36,613	$41,484	$31,874	$44,342	$38,406
309.10 Assc Dir Computer Ctr	$61,244	$65,500	$43,124	$38,249	$35,773	$31,958	$40,662	$28,272
309.20 Data Base Admin	$47,770	$41,550	$38,736	$37,305	$31,440	$24,000	$38,571	$33,165
309.30 Sys Analyst I-Hi	$40,236	$40,250	$36,450	$35,977	$29,495	$28,750	$34,214	$28,667
309.40 Sys Analyst Ii-Lo	$32,658	$31,400	$27,662	$28,485	$25,000	$22,028	$30,774	$28,090
309.50 Prog Analyst I-Hi	$31,760	$29,120	$32,362	$28,000	$27,616	$26,135	$34,418	$27,393
309.60 Prog Analyst II-Lo	$25,617	$27,509	$25,367	$25,725	$21,613	$22,500	$25,440	$25,782

*denotes 3 cases or fewer.

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
310.00 Dir Comp Ctn Op/Ad	$61,000	$62,500	$48,732	$40,275	$36,200	$28,620	$39,336	$34,775
310.10 Assc Dir Cmp Cnt	$53,003	$57,350	$40,675	$38,000	$30,162	$30,300	$36,858	$30,660
311.00 Dir Inform Systems	$58,900	$55,130	$52,000	$40,300	$44,478	$31,380	$52,336	$36,958
312.00 Chf Phys Plnt/Fac	$68,000	*	$51,000	$72,000	$38,629	$23,540	$39,500	$38,786
312.10 Assc Dir Phys Plnt	$51,836	$65,842	$38,754	$45,360	$29,000	$21,840	$31,676	*
312.20 Mgr Landscape/Grds	$36,463	$33,820	$29,500	$27,095	$24,860	$22,806	$26,000	$24,000
312.30 Mgr Bldg Mnt Trades	$40,020	$54,750	$32,504	$40,500	$28,728	$34,700	$29,469	*
312.40 Mgr Tech Trades	$42,500	*	$32,861	$25,667	$28,300	*	$30,979	*
312.50 Mgr Custodial Srv	$35,023	$35,306	$29,554	$25,757	$25,000	$22,334	$25,733	$20,172
312.60 Mgr Power Plant	$43,173	$56,826	$34,054	*	$33,000	*	$33,260	*
313.00 Comptroller	$69,285	$61,500	$50,150	$45,199	$42,400	$33,000	$42,508	$35,702
313.10 Manager Payroll	$43,000	$33,404	$30,484	$28,830	$27,000	$21,393	$28,055	$25,653
314.00 Dir Accounting	$48,500	$45,500	$42,061	$35,500	$35,896	$26,400	$37,000	$29,825
314.10 Staff Accountant-Hi	$34,524	$29,720	$33,637	$27,883	$28,632	$23,475	$30,900	$25,980
314.20 Staff Accountant-Lo	$23,000	$23,000	$24,402	$23,391	$22,600	$18,905	$25,397	$22,680
315.00 Bursar	$46,926	$39,884	$38,797	$32,027	$33,837	$26,000	$35,477	$28,000
315.10 Assc Bursar	$37,616	$30,250	$36,300	$24,370	$37,000	$23,122	$27,262	$27,880
316.00 Dir Purchasing	$50,000	$52,550	$38,326	$32,504	$33,004	$25,200	$37,631	$27,648
316.10 Assc Dir Purchasing	$41,171	$32,889	$32,566	$29,946	$24,478	$24,380	$29,825	$23,048
317.00 Dir Bookstore	$44,820	$43,800	$35,282	$27,048	$27,154	$20,130	$30,106	$23,643
317.10 Assc Dir Bookstore	$31,107	$29,446	$30,000	$22,050	$19,533	$16,490	$25,461	$23,489
318.00 Dir Internal Audit	$56,300	$48,156	$40,902	$34,420	$37,125	$35,713	$41,360	$32,394
319.00 Dir Aux Services	$61,147	$55,198	$46,966	$43,757	$38,800	$28,611	$42,201	$34,545
319.10 Mgr Mail Services	$28,301	$27,345	$23,458	$20,496	$17,815	$15,500	$21,154	$16,970
320.00 Dir Campus Security	$48,683	$43,460	$37,237	$32,837	$27,000	$22,495	$30,996	$21,741
321.00 Dir Risk Mgt/Ins	$49,839	$45,913	$39,019	$33,532	$29,000	$27,664	$40,925	$44,018
322.00 Admin Hosp Med Ctr	$125,160	$94,690	$103,150	*	*	*	$29,934	*
322.10 Dir Med Ctr Pub Rel	$50,570	$52,445	$41,850	$32,774	*	$22,000	$53,000	*
322.10 Dir Med Ctr Pers	$55,541	$58,472	$41,436	$34,944	*	$39,118	*	*
EXTERNAL AFFAIRS								
401.00 Chief Developmnt Off	$85,000	$69,808	$66,550	$62,500	$55,394	$45,760	$49,958	$40,558
401.10 Dir Annual Giving	$42,023	$43,490	$40,000	$32,951	$31,325	$29,750	$35,934	$26,500
401.20 Dir Corp/Fndtn Rel	$52,500	$42,500	$41,014	$36,641	$40,200	$33,508	$42,393	$34,324
401.30 Coord Res Dev	$43,39[illegible]	$30,700	$31,308	$25,500	$27,272	$24,550	$48,520	$30,000
401.40 Dir Estate Pln	$57,101	$46,900	$42,468	$42,747	$38,827	$34,288	$31,500	*
402.00 Chf Pubic Rel Off	$71,150	$67,500	$49,161	$37,500	$35,150	$31,600	$37,620	$32,471
402.10 Dir Gov/Leg Rel	$72,800	$54,553	$58,440	$63,800	$35,697	$26,000	$57,304	$53,521
403.00 Chf Dev/Pub Rel Off	$90,400	$76,500	$71,740	$57,630	$51,750	$44,060	$49,664	$38,562
404.00 Dir Alumni Affairs	$57,750	$45,900	$38,270	$33,185	$32,880	$27,825	$31,000	$24,403
405.00 Dir Dev/Alumni Aff	$63,600	$59,499	$46,089	$47,150	$45,000	$40,766	$39,492	$35,590
406.00 Dir Spec/Defer Gifts	$54,121	$55,000	$46,000	$39,250	$40,408	$29,806	$30,211	$32,776
407.00 Dir Church Relations	$51,413	*	$43,310	$32,050	$34,000	$23,317	$14,750	$25,500
408.00 Dir Community Serv	$62,028	$40,173	$46,615	$34,500	$38,066	$26,525	$43,490	$40,504
409.00 Dir Publications	$45,326	$40,517	$36,150	$31,559	$30,900	$28,650	$33,070	$31,308
409.10 Assc Dir Publicatns	$33,840	$32,009	$26,438	$26,200	$22,250	$23,591	*	$27,091
409.20 Mgr Printing Srv	$39,080	$31,241	$31,254	$27,794	$23,751	$20,000	$27,392	$22,537
410.00 Dir Info Office	$55,038	$49,000	$38,004	$35,000	$29,470	$25,513	$32,724	$31,030
411.00 Dir News Bureau	$41,000	$39,258	$31,988	$28,800	$25,960	$21,313	$30,598	$30,370
STUDENT SERVICES								
501.00 Chf Student Aff Off	$81,675	$76,317	$64,406	$57,715	$46,870	$43,690	$51,156	$49,325
502.00 Dir Admissions	$58,350	$54,540	$47,250	$42,630	$40,740	$33,288	$39,012	$34,497
502.10 Assc Dir Admissions	$39,700	$32,912	$33,762	$29,152	$28,000	$24,936	$33,013	$28,488
502.20 Admissions Counselor	$26,470	$22,000	$21,845	$21,359	$18,500	$18,500	$24,500	$24,153
502.30 Academic Advisor	$38,950	$22,634	$35,203	$26,543	$28,875	$24,000	$26,500	$27,199
503.00 Dir.Adm & Registrar	$63,288	$64,407	$52,350	$55,757	$36,750	$32,267	$43,891	$39,253
504.00 Registrar	$54,980	$54,000	$47,244	$38,610	$37,125	$28,309	$39,548	$31,500
504.00 Assc Registrar	$41,404	$37,000	$36,846	$29,121	$26,977	$24,562	$32,243	$29,958
504.20 Asst Registrar	$32,247	$28,617	$30,485	$25,291	$23,400	$20,220	$35,619	$24,400
505.00 Dir Adm/Fin Aid	$71,607	$77,112	$56,500	$51,488	$47,162	$48,650	$44,468	$35,820
506.00 Dir Student Fin Aid	$51,736	$50,751	$43,200	$37,372	$36,220	$27,804	$38,422	$30,755
506.10 Assc Dir Std Fin Aid	$36,271	$34,354	$31,907	$26,625	$22,500	$22,000	$29,202	$26,000
507.00 Dir Food Services	$53,500	$51,560	$39,935	$35,441	$37,600	$28,325	$30,900	$24,911
507.10 Assc Dir Food Serv	$42,586	$32,439	$32,124	$30,615	$27,216	$22,773	$32,860	$29,102
508.00 Dir Student Housing	$51,750	$48,425	$37,907	$34,120	$29,233	$24,805	$29,930	$25,221
508.10 Assc Dir Std Housing	$40,830	$32,684	$30,238	$25,050	$19,530	$20,350	$31,996	$28,277
508.20 Housing Off/Adm Opr	$37,600	$36,888	$30,230	$24,916	$23,197	$21,400	$32,796	$22,440
508.30 Housing Off/Res Life	$40,746	$32,720	$27,340	$29,302	$22,900	$21,397	$21,500	$25,150
510.00 Dir Foreign Students	$41,184	$37,388	$34,000	$27,981	$27,764	$24,088	$41,592	$33,383
511.00 Dir Student Union	$47,800	$43,320	$39,609	$32,940	$31,944	$25,000	$33,228	$33,356
511.10 Assc Dir Std Union	$36,843	$33,300	$30,435	$28,080	$23,057	$23,324	$34,094	$21,284
511.20 Std Union Bsn Mgr	$35,000	$29,421	$29,400	$27,204	$15,600	$21,500	$32,454	$18,065
512.00 Dir Std Activities	$43,200	$38,000	$33,708	$30,458	$25,000	$24,012	$36,871	$27,857
513.00 Dir Std Placement	$47,399	$44,000	$40,848	$32,229	$32,298	$25,900	$37,652	$29,976
514.00 Dir Std Counseling	$55,010	$48,235	$44,450	$36,626	$36,664	$27,598	$41,800	$36,630
514.10 Assc Dir Std Cnslg	$44,311	$37,058	$35,358	$26,850	$30,050	$23,500	$43,238	$26,830
515.00 Dir Std Hlth-Physicn	$78,670	$81,395	$68,184	$59,374	$32,300	$33,028	$53,943	$51,857
516.00 Dir Std Hlth-Nurse	$37,634	$36,931	$34,330	$29,220	$22,000	$21,600	$25,764	$26,137
517.00 Dir Campus Ministries	$48,500	$35,402	$34,100	$24,800	$29,007	$22,885	$24,275	$18,837
518.00 Dir Athletics	$77,440	$47,708	$54,100	$41,023	$38,079	$31,160	$38,882	$37,597
519.00 Dir Sports Info	$33,600	$26,600	$27,040	$27,732	$20,312	$18,785	$21,625	$19,108
520.00 Dir Athletics/Men	$57,386	*	$49,830	*	$44,200	*	$34,500	*
521.00 Dir Athletics/Women	$39,000	$48,000	*	$39,710	$22,425	$29,344	$36,228	$25,461
522.00 Dir Campus Rec	$42,492	$35,320	$29,976	$29,700	$26,823	$22,650	$29,214	$30,074
523.00 Dir Enrollment Mgmt	$68,205	$55,592	$37,633	$54,240	$45,728	$40,000	$40,457	$35,200
524.00 Dir Minority Affairs	$45,000	$38,499	$38,400	$29,150	$33,298	$25,000	$37,254	$31,896
525.00 Dir Conferences	$48,281	$40,469	$43,023	$30,816	$30,550	$26,925	$35,082	$36,487

*denotes 3 cases or fewer.

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
EXECUTIVE								
101.00 CEO / System	$124,750	*	$110,000	$80,000	$78,750	$75,000	$80,000	$74,385
101.10 Asst to Ceo/System	$63,000	$69,500	$57,741	$54,000	$42,504	$15,024	$47,247	*
102.00 Ceo / Single Inst	$126,800	$94,518	$97,268	$100,000	$86,100	$84,900	$74,300	$70,651
102.10 Asst to Ceo/Single	$62,277	$52,500	$49,375	$48,134	$36,690	$34,875	$39,615	$38,815
103.00 Exec Vice Pres	$117,500	$138,191	$76,560	$72,389	$60,855	$40,805	$66,447	$67,031
ACADEMIC								
201.00 Chief Acad Off	$102,000	$93,468	$80,000	$75,130	$62,400	$55,187	$56,552	$56,994
202.00 Chf Hlth Prof Off	$133,539	*	$73,532	$60,600	$42,725	$36,180	$38,520	$77,380
203.00 Dir Library Serv	$75,066	$72,782	$53,152	$50,245	$37,015	$34,500	$38,480	$39,762
203.10 Circulatn Librarian	$32,883	$32,235	$28,000	$30,033	$22,041	$21,975	$27,000	$35,138
203.20 Acquistns Librarian	$38,455	$38,332	$30,000	$30,785	$26,400	$22,231	$26,382	$39,008
203.30 Tech Serv Librarian	$49,260	$39,394	$33,940	$36,661	$26,135	$22,197	$29,411	$36,303
203.40 Public Serv Librarian	$48,652	$35,250	$34,308	$34,387	$27,975	$24,991	$30,316	$31,000
203.50 Reference Librarian	$39,290	$33,829	$30,000	$28,080	$25,720	$25,100	$29,344	$32,022
204.00 Dir Instit Research	$57,099	$57,540	$46,922	$52,964	$37,495	$30,000	$43,320	$36,724
204.10 Asse Dir Inst Res	$42,000	$37,944	$35,814	$35,000	$32,586	$22,000	$36,041	$48,000
205.00 Dir Educ Media Serv	$47,277	$49,900	$37,545	$41,600	$27,339	$21,143	$34,417	$31,968
206.00 Dir Learning Res Ctr	$47,837	$42,700	$38,638	$44,416	$27,800	$30,118	$42,244	$46,790
207.00 Dir Internatl Std Ed	$51,340	$59,675	$47,147	$46,719	$37,624	$32,123	$51,500	$43,000
208.00 Dir Comp Ctr,Opr/Acad	$67,950	$58,506	$48,000	$43,399	$37,299	$34,469	$40,457	$39,720
208.10 Asse Dir CC Opr/Acad	$52,007	$52,872	$39,016	$40,274	$25,700	$25,580	$34,365	$25,000
209.00 Admn,Grants Contract	$60,000	$65,363	$43,350	$47,018	$29,106	$28,000	$39,554	$35,392
210.00 Dean,Architecture	$85,025	$75,700	$76,000	$86,949	$48,225	*	*	$45,000
211.00 Dean,Agriculture	$93,550	$75,383	$68,000	$61,570	*	$54,256	$53,830	*
212.00 Dean,Arts & Letters	$90,961	*	$67,193	$73,896	$49,592	$20,948	$45,283	$50,051
213.00 Dean,Arts & Sciences	$88,444	$87,388	$68,000	$69,813	$50,086	$50,900	$47,907	$48,250
214.00 Dean,Business	$99,000	$114,550	$74,228	$67,200	$50,000	$43,000	$47,638	$47,574
215.00 Dean,Communications	$84,500	*	$60,228	$58,995	$33,800	$30,000	$45,113	$45,000
216.00 Dean,Continuing Ed	$72,365	$63,471	$56,005	$57,365	$40,250	$37,500	$46,441	$46,147
217.00 Dean,Dentistry	$117,000	$190,000	$109,760	*	*	*	$48,865	*
218.00 Dean,Education	$82,000	$78,220	$64,419	$71,965	$46,120	$40,160	$46,069	$49,809
219.00 Dean,Engineering	$100,454	$106,306	$79,934	$79,000	$52,335	$31,152	$52,105	$24,772
221.00 Dean,Extension	$86,632	$65,659	$60,475	$29,460	$29,350	$61,956	$45,601	$59,014
222.00 Dean,Fine Arts	$78,000	$83,100	$66,091	$76,440	$42,400	$33,220	$49,464	$56,212
223.00 Dean,Graduate Program	$82,334	$82,686	$62,181	$64,200	$42,569	$47,421	$42,466	*
224.00 Dean,Hlth-Rltd Prof	$80,589	$85,000	$66,857	$73,510	$49,800	$35,000	$47,012	$42,736
225.00 Dean,Home Economics	$77,140	$86,000	$56,671	*	*	$35,740	$56,556	*
226.00 Dean,Humanities	$89,263	*	$65,472	$57,798	$40,915	$35,310	$47,075	$58,945
227.00 Dean,Instruction	$61,500	*	$55,452	*	$57,200	$39,585	$54,083	$57,629
228.00 Dean,Law	$115,000	$96,212	$111,000	*	$89,845	*	$40,385	*
229.00 Dean Lib & Inf Sci	$81,000	$68,000	$58,219	$49,976	$52,958	$17,640	$50,871	$45,000
230.00 Dean,Mathematics	$83,164	*	$55,452	$44,169	$35,199	$46,350	$46,569	$52,692
231.00 Dean,Medicine	$165,850	*	$132,511	$131,250	*	*	*	*
232.00 Dean,Music	$79,237	*	$60,000	*	$36,010	$30,000	$39,423	$45,000
233.00 Dean,Nursing	$81,050	$99,400	$61,095	$65,488	$43,990	$52,600	$43,559	$48,082
234.00 Dean,Occ Std/Voc Ed	$75,252	*	$68,124	$71,403	$54,020	$41,101	$47,639	$45,184
235.00 Dean,Pharmacy	$92,520	$92,300	$74,900	*	$80,115	*	$86,964	*
236.00 Dean,Public Health	$125,600	*	$69,552	*	*	*	$45,975	*
237.00 Dean,Sciences	$97,334	$110,400	$68,362	$68,079	$42,738	$40,310	$49,366	$49,116
238.00 Dean,Social Sciences	$91,894	*	$68,554	$69,209	$41,573	$33,400	$48,298	$54,942
239.00 Dean,Social Work	$86,400	$85,074	$64,659	$76,909	$33,000	$51,360	$44,000	*
240.00 Dean,Special Programs	$70,700	$59,267	$52,650	$41,500	$35,442	$46,496	$42,973	$45,288
241.00 Dean,Undergrad Prog	$78,223	*	$57,436	$62,752	$46,604	*	$47,974	$48,677
242.00 Dean,Veterinary Sci	$97,524	*	*	*	*	*	$100,428	*
ADMINISTRATIVE								
301.00 Chief Business Off	$93,100	$86,004	$74,860	$71,402	$58,400	$50,000	$53,717	$53,499
301.01 Chief Admin Off	$86,900	$72,969	$71,361	$72,804	$53,800	$28,227	$56,522	$47,500
301.02 Chief Financial Off	$79,100	$105,000	$60,381	$68,880	$50,255	$40,397	$48,318	$54,676
301.10 Dir Health & Safety	$51,500	$52,790	$36,500	$37,620	$24,600	$31,152	$35,000	*
301.20 Dir Telecommunic	$50,700	$47,526	$37,346	$35,088	$24,095	$27,589	$36,917	$40,928
302.00 Chief Planning Off	$71,500	*	$55,924	$55,534	$52,500	$39,854	$51,368	$56,000
303.00 Chief Budgeting Off	$59,860	$57,700	$48,600	$41,250	$44,491	$37,240	$43,654	$46,538
303.10 Asse Budget Dir	$47,400	$33,000	$38,530	$29,430	$32,720	$45,000	$36,447	$34,000
304.00 Chief Plan-Budgt Off	$72,346	$67,562	$62,415	$58,900	$46,582	$62,996	$57,336	$55,300
305.00 General Counsel	$77,200	$89,000	$57,500	$52,800	$58,000	$44,063	$43,005	$15,000
305.10 Staff Attorneys	$49,028	$45,000	$46,452	$38,000	$36,940	*	$40,800	*
306.00 Chf Personnel/HR Off	$64,440	$60,208	$49,123	$46,750	$35,400	$33,970	$41,707	$41,940
306.10 Asse Dir Pers/HR	$45,129	$42,948	$36,334	$37,879	$27,100	$27,500	$35,598	$35,035
306.20 Manager Benefits	$39,935	$30,175	$27,965	$29,501	$25,445	$25,020	$25,971	$28,760
306.30 Manager Training-Dev	$36,550	$40,218	$31,959	$27,030	$27,730	*	$42,002	$41,292
306.40 Manager Empl Relatns	$36,750	$44,752	$34,200	$48,100	$30,953	$21,780	$46,891	$33,106
306.50 Manager Labor Rel	$48,500	$47,827	$51,000	*	$43,200	*	$67,779	*
306.60 Manager Employment	$36,809	$34,362	$26,912	$30,128	$25,572	$21,308	$28,978	$31,059
306.70 Mgr Wage-Sal/Mgr,Comp	$35,559	$36,040	$31,862	$32,709	$27,074	$21,863	$32,062	*
306.80 Mgr Personnel Inf Sys	$40,476	$33,975	$28,383	$28,600	$24,884	$30,804	$31,312	$24,162
307.00 Dir AA/EEO	$47,500	$54,075	$43,636	$43,860	$35,010	$45,826	$45,904	$41,144
307.10 Asse Dir AA/EEO	$33,699	$36,780	$35,952	$52,916	$28,639	$37,100	$35,327	$40,500
308.00 Dir Pers-AA	$44,508	$98,350	$40,250	$51,040	$29,949	$33,560	$40,025	$41,940
309.00 Dir Computer Center	$73,500	$63,000	$56,019	$54,780	$40,900	$27,500	$44,000	$45,443
309.10 Asse Dir Computer Ctr	$64,390	$61,244	$42,527	$40,259	$33,280	$38,512	$37,835	$39,707
309.20 Data Base Admin	$47,505	$41,450	$38,250	$40,296	$27,700	*	$37,614	$37,518
309.30 Sys Analyst I-Hi	$39,270	$40,529	$36,720	$37,617	$29,250	$25,238	$32,240	$30,586
309.40 Sys Analyst II-Lo	$32,000	$33,703	$28,167	$28,700	$23,314	$26,030	$29,145	$28,082
309.50 Prog Analyst I-Hi	$29,786	$29,214	$31,638	$28,600	$26,750	$23,704	$30,870	$26,300
309.60 Prog Analyst II-Lo	$26,650	$25,000	$25,725	$27,248	$22,465	$18,944	$25,896	$21,500

denotes 3 cases or fewer

TABLE 30
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CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
310.00 Dir Comp Ctn Op/Ad	$61,622	$60,000	$47,000	$56,089	$35,680	$32,405	$39,215	$27,300
310.10 Assc Dir Cmp Cnt	$53,444	$43,755	$41,041	$36,989	$30,650	$26,662	$35,443	*
311.00 Dir Inform Systems	$57,393	$61,630	$50,148	$42,811	$41,880	$44,478	$50,885	$51,120
312.00 Chf Phys Plnt/Fac	$68,250	$56,038	$51,252	$47,188	$38,813	$28,080	$39,500	$39,320
312.10 Assc Dir Phys Plnt	$52,670	$43,620	$38,995	$39,258	$29,000	$28,943	$31,338	$34,518
312.20 Mgr Landscape/Grds	$36,517	$34,073	$29,347	$35,662	$24,321	$25,146	$26,168	$21,321
312.30 Mgr Bldg Mnt Trades	$41,730	$37,735	$32,124	$39,121	$28,728	$40,800	$29,634	$25,699
312.40 Mgr Tech Trades	$43,650	$39,459	$32,861	$27,460	$28,500	$19,560	$30,496	$36,915
312.50 Mgr Custodial Srv	$35,176	$35,000	$29,047	$29,220	$24,565	$21,202	$24,350	$27,780
312.60 Mgr Power Plant	$43,193	$44,355	$34,000	$35,000	$33,000	*	$31,212	$34,384
313.00 Comptroller	$67,388	$68,111	$50,000	$46,907	$38,715	$37,414	$39,500	$49,152
313.10 Manager Payroll	$37,790	$36,800	$29,388	$30,012	$21,720	$21,454	$26,745	$23,196
314.00 Dir Accounting	$48,500	$45,160	$38,800	$40,085	$29,947	$32,434	$33,246	$42,165
314.10 Staff Accountant-Hi	$31,980	$30,717	$29,415	$32,767	$25,386	$22,000	$27,654	$28,700
314.20 Staff Accountant-Lo	$22,790	$24,150	$24,081	$23,000	$19,650	$18,170	$22,371	$26,468
315.00 Bursar	$43,677	$40,421	$34,200	$31,018	$27,028	$25,560	$33,074	$24,616
315.10 Assc Bursar	$35,600	$30,000	$26,500	$19,844	$24,000	$23,977	$28,411	$18,800
316.00 Dir Purchasing	$50,862	$37,332	$37,056	$41,102	$29,848	$23,525	$33,979	$30,141
316.10 Assc Dir Purchasing	$39,254	$36,280	$30,389	$31,227	$23,261	$25,572	$25,723	$20,610
317.00 Dir Bookstore	$44,450	$46,440	$33,063	$31,698	$22,215	$18,428	$24,424	$29,364
317.10 Assc Dir Bookstore	$29,888	$33,524	$24,630	$21,499	$18,030	$14,500	$24,925	$19,447
318.00 Dir Internal Audit	$53,500	$57,716	$38,592	$37,000	$36,750	$36,588	$36,379	$41,030
319.00 Dir Aux Services	$60,900	$49,000	$46,966	$36,068	$37,756	$34,221	$40,116	$42,794
319.10 Mgr Mail Services	$27,829	$26,901	$22,750	$21,761	$16,283	$16,355	$19,208	$24,770
320.00 Dir Campus Security	$48,250	$46,943	$36,900	$38,208	$26,500	$26,200	$29,141	$36,901
321.00 Dir Risk Mgt/Ins	$49,014	$39,056	$38,325	$29,230	$29,000	$19,560	$41,500	$39,577
322.00 Admin Hosp Med Ctr	$125,160	$79,880	$103,150	*	*	*	$29,934	*
322.10 Dir Med Ctr Pub Rel	$51,805	$54,116	$34,445	*	$22,000	*	$53,000	*
322.10 Dir Med Ctr Pers	$55,541	$61,004	$38,190	*	$39,118	*	*	*
EXTERNAL AFFAIRS								
401.00 Chief Developmnt Off	$83,196	$64,000.	$65,359	$66,340	$55,000	$46,200	$45,174	$50,693
401.10 Dir Annual Giving	$42,663	$45,000	$35,725	$29,703	$30,139	$28,590	$30,075	$43,800
401.20 Dir Corp/Fndtn Rel	$49,608	$40,950	$37,202	$39,315	$37,001	$27,307	$36,448	*
401.30 Coord Res Dev	$35,812	$21,900	$25,500	$31,308	$25,000	$20,000	$38,638	$25,500
401.40 Dir Estate Pln	$54,600	$43,602	$42,781	*	$37,068	*	$31,500	*
402.00 Chf Pubic Rel Off	$67,750	$82,963	$45,550	$41,040	$33,506	$29,264	$33,910	$41,800
402.10 Dir Gov/Leg Rel	$72,004	$56,544	$59,393	$58,753	$41,849	$27,250	$57,250	$30,720
403.00 Chf Dev/Pub Rel Off	$89,508	$99,879	$71,500	*	$48,123	$35,530	$44,880	*
404.00 Dir Alumni Affairs	$53,004	$55,000	$35,068	$37,229	$29,715	$26,796	$26,699	$33,390
405.00 Dir Dev/Alumni Aff	$62,748	*	$48,082	*	$43,389	$19,560	$35,850	*
406.00 Dir Spec/Defer Gifts	$54,220	*	$45,900	*	$36,627	$19,560	$31,538	*
407.00 Dir Church Relations	$51,413	*	$43,240	*	$33,444	$27,813	$20,125	*
408.00 Dir Community Serv	$51,696	$71,874	$36,914	$30,402	$29,550	$45,298	$41,421	$43,704
409.00 Dir Publications	$43,218	$34,160	$34,000	$32,537	$28,938	$34,524	$32,286	*
409.10 Assc Dir Publicatns	$33,664	$40,680	$26,555	*	$23,000	*	$27,091	*
409.20 Mgr Printing Srv	$38,553	$30,634	$30,426	$27,492	$22,623	$18,183	$26,518	$24,635
410.00 Dir Info Office	$50,455	$56,187	$36,378	$35,622	$26,663	$26,134	$31,030	$34,051
411.00 Dir News Bureau	$40,000	$31,000	$29,820	$22,089	$23,583	$22,880	$30,745	$30,077
STUDENT SERVICES								
501.00 Chf Student Aff Off	$80,000	$81,048	$63,012	$64,406	$45,918	$50,000	$50,033	$52,750
502.00 Dir Admissions	$58,077	$54,413	$46,775	$44,211	$39,500	$32,760	$36,499	$37,740
502.10 Assc Dir Admissions	$36,877	$34,080	$31,102	$30,000	$25,804	$30,000	$28,832	$34,516
502.20 Admissions Counselor	$23,088	$25,140	$20,992	$22,000	$18,500	$18,900	$24,000	$24,475
502.30 Academic Advisor	$23,600	$26,600	$29,713	$26,166	$24,800	$23,840	$26,192	$35,243
503.00 Dir.Adm & Registrar	$63,288	$93,000	$55,178	$50,100	$39,459	$22,000	$41,880	$51,027
504.00 Registrar	$54,407	$52,816	$42,987	$43,000	$32,330	$33,500	$35,899	$30,804
504.00 Assc Registrar	$38,027	$42,000	$32,160	$29,379	$24,698	$25,416	$31,000	$21,000
504.20 Asst Registrar	$30,672	$32,247	$27,312	$26,414	$20,383	$22,313	$25,907	$26,407
505.00 Dir Adm/Fin Aid	$72,554	*	$55,000	$61,000	$47,660	$48,900	$39,000	$43,800
506.00 Dir Student Fin Aid	$52,258	$48,500	$41,760	$40,365	$31,900	$31,872	$34,980	$37,980
506.10 Assc Dir Std Fin Aid	$35,520	$34,850	$28,116	$26,500	$22,000	$22,100	$26,479	$28,909
507.00 Dir Food Services	$52,000	$65,530	$38,708	$38,000	$35,159	$25,470	$27,516	$30,185
507.10 Assc Dir Food Serv	$40,848	$45,158	$32,925	$27,337	$25,450	$21,750	$29,508	*
508.00 Dir Student Housing	$50,000	$42,087	$36,958	$36,751	$27,000	$26,250	$28,040	$25,551
508.10 Assc Dir Std Housing	$34,603	$33,211	$27,710	$28,700	$20,054	$31,200	$28,474	*
508.20 Housing Off/Adm Opr	$37,400	$34,565	$29,065	$28,953	$22,450	$19,560	$25,092	*
508.30 Housing Off/Res Life	$36,450	$35,200	$27,300	$30,966	$22,150	$20,430	$23,633	$18,000
510.00 Dir Foreign Students	$38,336	$47,520	$30,000	$27,800	$27,100	$20,280	$36,016	$37,488
511.00 Dir Student Union	$46,916	$55,227	$38,083	$32,267	$28,000	$30,013	$33,228	*
511.10 Assc Dir Std Union	$36,000	$29,230	$28,936	$33,024	$23,765	$20,024	$32,308	$24,855
511.20 Std Union Bsn Mgr	$32,454	$33,190	$29,700	$26,900	$15,600	$21,500	$25,260	*
512.00 Dir Std Activities	$41,975	$34,676	$31,766	$30,000	$24,675	$25,000	$30,698	$32,493
513.00 Dir Std Placement	$46,460	$43,850	$36,743	$38,700	$28,161	$26,160	$33,828	$31,337
514.00 Dir Std Counseling	$53,184	$48,170	$41,932	$38,926	$31,500	$29,383	$40,315	$40,379
514.10 Assc Dir Std Cnslg	$41,736	$35,000	$32,007	$32,575	$26,125	$30,100	$28,760	$44,266
515.00 Dir Std Hlth-Physicn	$80,000	$70,412	$66,862	$19,588	$32,800	$27,825	$53,943	*
516.00 Dir Std Hlth-Nurse	$36,844	$39,129	$29,407	$28,704	$21,750	$21,200	$25,934	$29,830
517.00 Dir Campus Ministries	$45,347	$25,200	$32,546	$34,923	$27,582	$25,512	$20,699	*
518.00 Dir Athletics	$77,440	$67,019	$53,550	$55,090	$37,900	$39,638	$38,888	$35,784
519.00 Dir Sports Info	$32,895	$32,500	$27,040	$31,339	$20,281	$20,160	$19,108	*
520.00 Dir Athletics/Men	$54,772	*	$50,309	$47,079	$44,200	$37,450	$34,500	*
521.00 Dir Athletics/Women	$46,325	$35,700	$40,250	$34,576	$29,444	$22,000	$31,400	*
522.00 Dir Campus Rec	$39,929	$47,848	$29,976	$29,751	$25,000	$26,500	$30,088	$20,500
523.00 Dir Enrollment Mgmt	$65,261	*	$56,526	$54,500	$46,725	$35,196	$38,525	$31,310
524.00 Dir Minority Affairs	$28,657	$40,000	$32,603	$34,660	$28,500	$30,000	$38,711	$35,000
525.00 Dir Conferences	$44,465	$52,000	$35,663	$28,865	$28,286	$24,050	$35,904	$42,445

*denotes 3 cases or fewer.

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	INSIDE HIRE	OUTSIDE HIRE	INSIDE -HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
EXECUTIVE								
101.00 CEO / System	$153,920	$123,365	$125,016	$101,995	$73,525	$75,353	$74,920	$80,157
101.10 Asst to Ceo/System	$70,262	$61,803	$57,928	$53,373	$37,108	$24,528	$47,800	$35,498
102.00 Ceo / Single Inst	$129,675	$125,400	$92,004	$99,225	$75,557	$87,050	$70,452	$75,650
102.10 Asst to Ceo/Single	$59,175	$66,938	$48,968	$50,000	$37,541	$36,000	$41,000	$36,083
103.00 Exec Vice Pres	$110,158	$118,750	$78,500	$74,791	$57,245	$59,070	$64,851	$67,286
ACADEMIC								
201.00 Chief Acad Off	$102,875	$99,228	$78,051	$80,000	$57,250	$63,933	$56,363	$57,544
202.00 Chf Hlth Prof Off	$122,150	$190,414	$112,700	$70,685	$40,475	$40,000	$37,925	$46,200
203.00 Dir Library Serv	$74,404	$75,762	$45,902	$54,578	$35,525	$37,486	$40,046	$37,164
203.10 Circulatn Librarian	$32,300	$34,046	$28,442	$27,845	$23,021	$21,682	$33,979	$29,640
203.20 Acquistns Librarian	$38,610	$37,281	$32,980	$29,250	$21,750	$26,595	$29,676	$26,400
203.30 Tech Serv Librarian	$49,531	$48,345	$36,592	$32,697	$24,799	$25,992	$29,136	$30,062
203.40 Public Serv Librarian	$50,533	$45,402	$34,215	$34,400	$31,650	$27,650	$30,989	$29,717
203.50 Reference Librarian	$39,187	$39,514	$32,425	$28,560	$27,951	$25,400	$28,304	$30,274
204.00 Dir Instit Research	$59,218	$55,078	$46,853	$47,269	$37,229	$36,500	$45,893	$41,248
204.10 Assc Dir Inst Res	$42,531	$38,690	$37,569	$33,488	$38,846	$22,250	$35,452	$37,294
205.00 Dir Educ Media Serv	$47,045	$49,091	$41,013	$34,752	$27,875	$27,002	$34,780	$34,150
206.00 Dir Learning Res Ctr	$48,637	$44,300	$38,896	$39,430	$30,158	$26,450	$45,000	$39,695
207.00 Dir Internatl Std Ed	$58,150	$50,170	$48,538	$40,258	$40,408	$34,100	$51,341	$40,943
208.00 Dir Comp Ctr,Opr/Acad	$67,400	$67,674	$47,860	$47,220	$37,100	$35,000	$40,304	$41,292
208.10 Assc Dir CC Opr/Acad	$52,007	$52,515	$41,600	$34,638	$26,050	$25,500	$34,686	$32,245
209.00 Admn,Grants-Contract	$59,250	$60,947	$42,699	$46,693	$30,970	$27,998	$41,209	$33,407
210.00 Dean,Architecture	$87,000	$83,372	$79,476	$76,000	*	$48,225	$45,000	*
211.00 Dean,Agriculture	$88,785	$95,485	$61,890	$68,355	$54,060	$54,451	$50,716	$57,749
212.00 Dean,Arts & Letters	$88,681	$96,500	$67,950	$72,300	$48,928	$44,400	$46,932	$46,998
213.00 Dean,Arts & Sciences	$87,400	$89,250	$66,000	$69,000	$50,605	$54,807	$47,907	$48,550
214.00 Dean,Business	$92,112	$101,920	$68,062	$78,305	$49,734	$50,000	$47,817	$47,388
215.00 Dean,Communications	$75,688	$90,809	$59,407	$60,456	$34,399	$33,800	$44,269	$50,222
216.00 Dean,Continuing Ed	$67,750	$75,600	$57,800	$56,004	$41,175	$[illegible],850	$47,403	$45,500
217.00 Dean,Dentistry	$115,000	$119,818	$99,340	$114,047	*	*	$54,743	$45,283
218.00 Dean,Education	$77,950	$83,372	$63,000	$65,657	$46,196	$40,000	$44,250	$50,378
219.00 Dean,Engineering	$106,153	$102,288	$77,857	$80,500	$49,592	$49,699	$51,718	$54,000
221.00 Dean,Extension	$88,025	$80,490	$59,950	$61,000	$36,000	$29,100	$45,969	$46,523
222.00 Dean,Fine Arts	$76,977	$83,730	$62,478	$68,500	$44,100	$40,400	$48,189	$57,271
223.00 Dean,Graduate Programm	$82,667	$81,740	$61,700	$63,247	$43,020	$46,999	$43,310	$38,885
224.00 Dean,Hlth-Rltd Prof	$80,589	$80,074	$66,400	$68,856	$51,600	$43,900	$46,185	$46,514
225.00 Dean,Home Economics	$72,200	$87,250	$44,711	$58,931	$18,480	$53,000	$58,446	$56,556
226.00 Dean,Humanities	$80,000	$96,480	$61,611	$69,531	$39,668	$45,000	$50,864	$46,243
227.00 Dean,Instruction	$61,500	*	$49,610	$55,452	$53,680	*	$54,083	$56,708
228.00 Dean,Law	$111,000	$117,647	$89,443	$114,750	$88,000	$102,060	*	$40,385
229.00 Dean Lib & Inf Sci	$82,000	$77,440	$60,734	$58,219	$17,640	$52,958	$50,241	$47,475
230.00 Dean,Mathematics	$78,400	$85,981	$55,225	$62,300	$37,000	$34,800	$48,270	$43,664
231.00 Dean,Medicine	$136,474	$174,900	$153,264	$122,431	*	*	*	*
232.00 Dean,Music	$72,728	$84,776	$50,000	$69,000	$39,075	$32,800	$45,090	$33,665
233.00 Dean,Nursing	$77,900	$84,368	$56,800	$63,032	$41,980	$48,090	$44,000	$42,236
234.00 Dean,Occ Std/Voc Ed	$70,095	$75,852	$64,474	$69,014	$54,240	$51,500	$47,000	$49,536
235.00 Dean,Pharmacy	$96,657	$88,482	$68,680	$77,139	*	$80,115	$86,964	*
236.00 Dean,Public Health	$125,600	$126,447	*	$69,552	*	*	$45,975	*
237.00 Dean,Sciences	$96,168	$103,020	$66,283	$77,440	$42,876	$35,235	$48,915	$50,000
238.00 Dean,Social Sciences	$85,000	$101,550	$65,368	$74,363	$42,287	$29,700	$48,525	$50,165
239.00 Dean,Social Work	$85,334	$86,400	$60,701	$68,607	$33,000	$41,167	$44,875	$29,210
240.00 Dean,Special Programs	$67,374	$76,186	$52,200	$47,520	$46,097	$35,607	$43,715	$43,000
241.00 Dean,Undergrad Prog	$78,223	$77,044	$63,295	$55,266	$46,002	$56,100	$47,974	$49,581
242.00 Dean,Veterinary Sci	$94,000	$105,000	*	*	*	*	$100,428	*
ADMINISTRATIVE								
301.00 Chief Business Off	$90,000	$94,283	$72,750	$76,409	$55,250	$59,800	$53,040	$53,658
301.01 Chief Admin Off	$82,879	$98,934	$71,030	$72,083	$49,418	$55,521	$59,568	$56,202
301.02 Chief Financial Off	$81,500	$70,200	$59,701	$64,137	$45,450	$50,009	$48,318	$50,470
301.10 Dir Health & Safety	$53,059	$51,415	$36,283	$36,646	$23,136	$28,500	$39,337	$34,267
301.20 Dir Telecommunic	$52,800	$48,400	$37,757	$36,851	$24,726	$25,665	$39,116	$35,335
302.00 Chief Planning Off	$81,873	$66,300	$57,275	$54,748	$49,106	$42,800	$54,008	$49,400
303.00 Chief Budgeting Off	$59,692	$65,270	$47,672	$46,620	$43,874	$43,103	$42,716	$45,886
303.10 Assc Budget Dir	$47,384	$43,352	$36,574	$38,600	$34,000	$33,240	$32,300	$38,570
304.00 Chief Plan-Budgt Off	$73,173	$70,300	$54,239	$66,250	$46,700	$48,000	$51,971	$59,766
305.00 General Counsel	$69,682	$81,252	$51,522	$59,700	$86,640	$49,320	*	$41,753
305.10 Staff Attorneys	$55,974	$45,200	$49,842	$45,726	*	$36,940	*	$40,800
306.00 Chf Personnel/HR Off	$59,480	$66,124	$47,828	$48,798	$32,000	$37,095	$41,135	$41,940
306.10 Assc Dir Pers/HR	$44,858	$46,364	$36,334	$36,012	$26,925	$27,500	$34,587	$40,329
306.20 Manager Benefits	$39,000	$39,935	$27,965	$28,956	$24,150	$26,000	$25,971	$26,368
306.30 Manager Training-Dev	$42,372	$35,000	$31,058	$31,578	$32,003	$27,113	$44,480	$39,196
306.40 Manager Empl Relatns	$38,308	$37,000	$32,545	$36,997	$37,123	$24,192	$51,552	$40,983
306.50 Manager Labor Rel	$43,688	$53,487	$54,165	$50,562	*	$43,200	$67,779	*
306.60 Manager Employment	$36,517	$34,404	$26,829	$29,175	$25,136	$24,370	$25,595	$30,250
306.70 Mgr Wage-Sal/Mgr,Comp	$35,512	$35,506	$33,931	$30,886	$26,219	$23,526	$33,407	$29,421
306.80 Mgr Personnel Inf Sys	$38,995	$40,138	$27,965	$36,948	$30,804	$24,884	$27,483	$31,821
307.00 Dir AA/EEO	$50,485	$54,538	$41,396	$44,326	$38,535	$38,001	$44,362	$40,040
307.10 Assc Dir AA/EEO	$38,429	$33,528	$39,735	$34,193	$37,100	$29,017	$39,153	*
308.00 Dir Pers-AA	$98,100	$39,754	$43,855	$39,400	$28,500	$33,552	$41,912	$41,000
309.00 Dir Computer Center	$71,184	$75,412	$55,670	$57,725	$39,795	$40,950	$42,231	$44,622
309.10 Assc Dir Computer Ctr	$60,488	$64,144	$41,978	$44,026	$32,000	$33,850	$38,561	$38,991
309.20 Data Base Admin	$46,680	$46,000	$38,488	$38,100	$28,824	$27,700	$37,614	$35,970
309.30 Sys Analyst I-Hi	$41,400	$39,100	$36,120	$36,921	$31,125	$29,200	$29,628	$33,732
309.40 Sys Analyst II-Lo	$33,043	$30,540	$28,063	$27,514	$25,000	$22,906	$30,348	$28,249
309.50 Prog Analyst I-Hi	$29,628	$31,273	$31,200	$31,461	$26,412	$26,567	$30,477	$29,988
309.60 Prog Analyst II-Lo	$26,345	$26,478	$25,734	$24,333	$21,458	$22,514	$25,784	$24,842

*denotes 3 cases or fewer.

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
310.00 Dir Comp Ctn Op/Ad	$60,883	$73,000	$46,941	$47,880	$34,613	$35,313	$39,094	$38,774
310.10 Assc Dir Cmp Cnt	$54,244	$51,400	$39,707	$43,017	$31,375	$29,700	$37,008	$33,705
311.00 Dir Inform Systems	$56,607	$63,205	$46,100	$54,179	$41,880	$42,840	$45,378	$51,120
312.00 Chf Phys Plnt/Fac	$65,125	$68,576	$48,760	$52,321	$37,425	$40,000	$40,000	$38,959
312.10 Assc Dir Phys Plnt	$51,506	$54,376	$38,256	$40,000	$28,768	$30,765	$31,959	$31,392
312.20 Mgr Landscape/Grds	$36,517	$35,230	$27,215	$30,850	$24,180	$25,000	$25,959	$26,000
312.30 Mgr Bldg Mnt Trades	$40,000	$43,610	$31,874	$33,500	$30,400	$27,310	$29,465	$29,493
312.40 Mgr Tech Trades	$43,138	$41,863	$30,557	$34,286	$28,085	$28,700	$30,625	$31,030
312.50 Mgr Custodial Srv	$35,364	$35,000	$29,000	$29,484	$22,721	$25,283	$25,606	$24,600
312.60 Mgr Power Plant	$42,725	$44,524	$32,004	$36,313	$35,105	$32,144	$33,962	$30,312
313.00 Comptroller	$67,593	$66,920	$49,573	$50,497	$36,000	$41,500	$39,172	$40,947
313.10 Manager Payroll	$41,170	$36,558	$29,806	$27,857	$22,619	$20,950	$26,401	$25,453
314.00 Dir Accounting	$48,000	$51,350	$38,347	$39,600	$31,068	$29,774	$33,300	$34,417
314.10 Staff Accountant-Hi	$31,980	$29,940	$32,564	$28,872	$23,713	$26,000	$30,000	$25,980
314.20 Staff Accountant-Lo	$22,048	$24,500	$23,943	$23,000	$18,905	$19,650	$22,090	$23,501
315.00 Bursar	$43,700	$41,181	$34,200	$33,754	$26,147	$28,776	$29,500	$33,293
315.10 Assc Bursar	$38,642	$30,000	$25,688	$26,000	$24,000	$24,182	$28,203	$27,880
316.00 Dir Purchasing	$48,772	$52,985	$34,484	$38,922	$29,403	$30,344	$31,087	$35,667
316.10 Assc Dir Purchasing	$39,856	$38,126	$30,557	$30,278	$24,380	$25,738	$25,573	$24,900
317.00 Dir Bookstore	$44,540	$44,500	$33,063	$32,800	$20,463	$23,950	$24,199	$25,714
317.10 Assc Dir Bookstore	$30,771	$30,914	$24,665	$24,365	$17,000	$18,360	$25,797	$24,689
318.00 Dir Internal Audit	$51,288	$55,580	$34,846	$39,424	$44,682	$36,461	$36,401	$36,508
319.00 Dir Aux Services	$60,187	$60,900	$47,666	$43,137	$39,195	$35,015	$42,441	$39,475
319.10 Mgr Mail Services	$27,681	$29,832	$21,924	$22,750	$16,980	$15,500	$19,578	$20,105
320.00 Dir Campus Security	$46,560	$50,269	$34,740	$39,392	$25,923	$27,000	$27,825	$31,435
321.00 Dir Risk Mgt/Ins	$49,839	$47,750	$38,365	$34,150	$27,664	$29,000	$44,018	$40,925
322.00 Admin Hosp Med Ctr	$128,733	$123,580	$75,300	$131,000	*	*	*	$29,934
322.10 Dir Med Ctr Pub Rel	$52,920	$49,389	*	$34,445	*	$22,000	*	$53,000
322.10 Dir Med Ctr Pers	$60,041	$53,000	$41,436	$34,944	*	$39,118	*	*
EXTERNAL AFFAIRS								
401.00 Chief Developmnt Off	$82,500	$85,890	$65,329	$65,832	$48,213	$56,328	$48,224	$44,250
401.10 Dir Annual Giving	$44,639	$41,014	$35,157	$36,005	$32,100	$29,580	$34,320	$26,800
401.20 Dir Corp/Fndtn Rel	$48,700	$49,376	$38,000	$36,700	$34,672	$37,001	$37,595	$35,000
401.30 Coord Res Dev	$35,406	$34,000	$26,691	$25,052	$24,777	$25,000	$46,722	$30,000
401.40 Dir Estate Pln	$57,098	$48,730	$41,500	$43,093	$36,340	$37,068	*	$31,500
402.00 Chf Pubic Rel Off	$70,900	$68,000	$43,583	$46,500	$33,853	$32,924	$45,498	$32,462
402.10 Dir Gov/Leg Rel	$74,000	$61,975	$58,748	$58,442	$41,849	$27,250	$43,985	$55,938
403.00 Chf Dev/Pub Rel Off	$87,349	$90,400	$67,463	$72,410	$46,950	$48,973	$49,713	$43,000
404.00 Dir Alumni Affairs	$50,556	$57,996	$38,000	$34,400	$31,745	$28,880	$25,200	$26,750
405.00 Dir Dev/Alumni Aff	$64,766	$62,995	$46,300	$46,191	$40,766	$44,000	$38,638	$31,326
406.00 Dir Spec/Defer Gifts	$55,224	$49,150	$35,550	$46,000	$36,000	$38,758	$34,272	$31,421
407.00 Dir Church Relations	$40,163	$55,325	$45,155	$39,519	$28,249	$34,500	*	$20,125
408.00 Dir Community Serv	$63,893	$49,371	$37,854	$31,270	$34,549	$29,550	$44,766	$38,234
409.00 Dir Publications	$42,340	$45,900	$33,331	$34,561	$29,513	$28,650	$33,364	$30,249
409.10 Assc Dir Publicatns	$33,920	$28,600	$30,107	$25,500	$25,000	$21,346	$31,315	$25,200
409.20 Mgr Printing Srv	$37,226	$42,000	$29,000	$30,897	$22,170	$22,989	$26,022	$27,392
410.00 Dir Info Office	$49,000	$55,754	$34,300	$37,080	$28,371	$26,222	$30,810	$31,859
411.00 Dir News Bureau	$40,327	$37,210	$34,154	$28,800	$23,050	$23,583	$33,123	$29,939
STUDENT SERVICES								
501.00 Chf Student Aff Off	$79,700	$80,000	$62,500	$65,000	$46,538	$45,000	$50,880	$50,000
502.00 Dir Admissions	$54,570	$62,322	$45,773	$47,485	$35,000	$41,700	$36,079	$36,905
502.10 Assc Dir Admissions	$36,400	$36,100	$30,714	$32,466	$26,169	$27,430	$30,331	$29,274
502.20 Admissions Counselor	$24,000	$22,000	$22,370	$20,827	$19,535	$18,260	$26,942	$23,378
502.30 Academic Advisor	$28,240	$19,350	$32,931	$24,790	$25,000	$23,074	$31,225	$26,192
503.00 Dir Adm & Registrar	$64,174	$63,176	$51,244	$58,176	$36,750	$40,908	$42,885	$42,376
504.00 Registrar	$53,500	$56,000	$41,987	$45,095	$32,113	$33,160	$32,951	$38,000
504.00 Assc Registrar	$38,550	$37,779	$33,000	$30,142	$23,999	$25,525	$31,021	$30,479
504.20 Asst Registrar	$30,000	$31,427	$26,970	$27,300	$20,708	$18,325	$26,407	$25,907
505.00 Dir Adm/Fin Aid	$75,306	$65,804	$55,500	$55,511	$44,404	$50,350	$38,500	$43,800
506.00 Dir Student Fin Aid	$50,135	$53,100	$38,322	$42,500	$29,486	$33,775	$35,695	$34,980
506.10 Assc Dir Std Fin Aid	$35,520	$35,700	$27,259	$28,500	$22,050	$21,763	$28,490	$25,778
507.00 Dir Food Services	$54,300	$50,925	$38,004	$38,400	$31,310	$36,911	$27,516	$27,269
507.10 Assc Dir Food Serv	$41,675	$40,848	$29,716	$33,815	$26,000	$24,000	$37,336	$29,102
508.00 Dir Student Housing	$52,000	$48,000	$37,435	$36,000	$26,775	$27,250	$30,346	$25,058
508.10 Assc Dir Std Housing	$36,066	$33,328	$29,059	$26,877	$22,862	$19,560	$28,474	$28,448
508.20 Housing Off/Adm Opr	$37,775	$34,975	$32,057	$25,802	$23,500	$20,000	$40,500	$13,195
508.30 Housing Off/Res Life	$38,135	$30,610	$32,000	$24,730	$23,461	$21,399	$18,000	$23,633
510.00 Dir Foreign Students	$41,756	$37,000	$30,064	$28,025	$27,430	$23,000	$42,601	$31,382
511.00 Dir Student Union	$47,000	$46,925	$37,352	$38,900	$30,632	$26,700	$33,633	$33,228
511.10 Assc Dir Std Union	$36,500	$35,500	$30,456	$27,915	$23,158	$23,057	*	$24,855
511.20 Std Union Bsn Mgr	$32,635	$31,488	$31,395	$27,708	$15,600	$21,500	$32,454	$18,065
512.00 Dir Std Activities	$43,320	$37,921	$34,645	$29,108	$24,985	$24,380	$33,627	$29,487
513.00 Dir Std Placement	$45,897	$46,279	$38,133	$36,029	$28,300	$28,000	$34,450	$32,173
514.00 Dir Std Counseling	$51,312	$55,000	$41,932	$40,240	$32,227	$30,603	$42,367	$36,179
514.10 Assc Dir Std Cnslg	$41,521	$41,689	$33,214	$27,600	$34,725	$24,000	$38,000	$26,830
515.00 Dir Std Hlth-Physicn	$79,191	$79,040	$68,187	$66,079	$34,064	$31,605	$73,886	$34,000
516.00 Dir Std Hlth-Nurse	$37,320	$36,371	$30,000	$28,902	$24,110	$21,000	$27,049	$25,883
517.00 Dir Campus Ministries	$50,313	$41,400	$39,057	$30,825	$26,637	$27,563	*	$20,699
518.00 Dir Athletics	$75,776	$77,190	$52,344	$55,800	$37,900	$38,079	$41,361	$37,900
519.00 Dir Sports Info	$35,354	$32,275	$30,930	$26,436	$19,800	$20,369	$25,764	$19,108
520.00 Dir Athletics/Men	$50,550	$68,989	$53,049	$47,079	$40,215	$44,556	*	$34,500
521.00 Dir Athletics/Women	$43,600	$48,453	$42,900	$35,810	$29,344	$26,950	$23,950	$36,228
522.00 Dir Campus Rec	$44,495	$37,536	$32,595	$28,700	$25,849	$24,800	$33,248	$24,223
523.00 Dir Enrollment Mgmt	$65,261	$67,204	$57,245	$54,748	$47,040	$43,000	$38,525	$37,547
524.00 Dir Minority Affairs	$42,700	$38,392	$36,312	$34,140	$36,847	$28,852	$38,739	$33,280
525.00 Dir Conferences	$46,750	$40,308	$35,663	$35,118	$29,216	$26,625	$37,500	$33,991

*denotes 3 cases or fewer.

TABLE 32
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / System	124,750	5.0	34	106,000	5.0	20	75,705	5.0	25	78,297	6.0	74
101.10 Asst to Ceo/System	65,000	3.0	13	57,553	3.0	7	39,780	11.0	7	47,456	4.0	17
102.00 Ceo / Single Inst	126,027	5.5	104	97,268	6.0	259	85,675	6.0	342	73,708	5.0	274
102.10 Asst to Ceo/Single	61,051	4.5	70	48,628	3.0	150	36,300	4.0	142	39,940	4.0	87
103.00 Exec Vice Pres	113,829	3.5	36	76,343	3.0	53	58,140	3.0	56	66,420	5.0	51
ACADEMIC												
201.00 Chief Acad Off	101,000	2.0	132	79,144	3.0	261	60,674	3.0	354	56,844	4.0	323
202.00 Chf Hlth Prof Off	133,064	3.0	43	70,685	1.0	13	37,750	2.0	9	41,037	6.0	12
203.00 Dir Library Serv	74,702	6.0	129	53,168	6.0	251	36,390	7.0	339	37,986	7.0	216
203.10 Circulatn Librarian	32,295	7.0	86	28,045	5.0	156	21,950	4.5	146	30,327	8.0	47
203.20 Acquistns Librarian	37,941	5.0	101	30,785	8.0	159	25,872	7.0	142	27,019	10.0	29
203.30 Tech Serv Librarian	48,000	5.5	80	33,860	7.0	179	25,744	6.0	207	30,066	4.5	78
203.40 Public Serv Librarian	47,924	5.0	65	34,215	5.0	114	27,800	6.0	109	31,000	4.5	44
203.50 Reference Librarian	38,791	5.0	95	29,784	5.5	188	25,925	5.0	197	29,908	7.0	76
204.00 Dir Instit Research	57,197	5.0	93	47,041	4.0	152	37,000	4.0	106	42,476	4.0	117
204.10 Assc Dir Inst Res	41,887	4.0	36	35,642	5.0	43	31,178	1.0	13	35,055	3.0	16
205.00 Dir Educ Media Serv	47,500	7.0	66	37,545	7.0	140	27,230	5.0	152	34,111	6.0	104
206.00 Dir Learning Res Ctr	47,800	6.0	39	39,000	5.0	94	28,409	4.0	105	42,746	6.0	149
207.00 Dir Internatl Std Ed	54,000	5.5	48	45,794	3.0	75	37,562	3.0	36	47,091	5.0	13
208.00 Dir Comp Ctr,Opr/Acad	65,430	5.0	74	47,019	4.0	118	36,000	4.0	119	40,304	5.0	44
208.10 Assc Dir CC Opr/Acad	52,872	5.5	42	39,423	3.5	42	25,700	2.0	47	34,183	2.0	7
209.00 Admn,Grants-Contract	59,520	5.0	103	43,500	4.0	145	28,070	2.0	55	37,502	3.0	71
210.00 Dean,Architecture	85,000	3.0	44	79,476	5.0	4	45,101	5.0	1	45,000		1
211.00 Dean,Agriculture	93,600	4.0	39	65,912	7.5	12	54,256	6.0	3	53,830	1.5	8
212.00 Dean,Arts & Letters	93,481	5.0	14	67,193	3.0	38	48,928	3.0	17	46,057	7.0	21
213.00 Dean,Arts & Sciences	89,250	3.0	92	68,000	3.0	153	50,770	5.0	51	47,528	4.0	68
214.00 Dean,Business	99,000	5.0	109	73,700	3.0	205	50,000	4.0	96	47,424	4.0	139
215.00 Dean,Communications	84,500	4.0	28	60,228	3.0	17	33,412	3.0	16	45,057	4.0	29
216.00 Dean,Continuing Ed	72,060	5.0	76	56,696	5.0	127	40,000	4.0	102	46,220	5.0	190
217.00 Dean,Dentistry	117,000	5.0	25	109,760	3.5	4	*	*		48,865	7.0	3
218.00 Dean,Education	81,550	4.0	100	64,500	3.0	165	46,090	4.0	75	46,379	4.0	16
219.00 Dean,Engineering	100,900	5.0	88	79,900	4.0	67	50,700	4.5	10	51,912	4.5	46
221.00 Dean,Extension	85,444	7.0	19	59,950	4.0	19	29,500	2.0	7	45,969	4.0	26
222.00 Dean,Fine Arts	78,590	3.0	34	66,103	3.0	49	41,239	4.0	31	49,607	4.0	24
223.00 Dean,Graduate Program	82,000	4.0	104	63,224	4.0	148	44,445	3.0	62	42,466	4.0	3
224.00 Dean,Hlth-Rltd Prof	80,589	5.0	27	67,389	4.0	#54	48,000	3.0	13	45,888	5.0	89
225.00 Dean,Home Economics	77,568	4.0	27	56,671	6.0	8	35,740	6.0	2	40,231	10.0	3
226.00 Dean,Humanities	89,263	5.0	17	63,975	2.5	38	40,300	4.0	53	47,730	4.0	79
227.00 Dean,Instruction	61,500	9.0	41	55,452	5.5	2	53,680	7.0	4	54,919	3.0	29
228.00 Dean,Law	114,250	3.0	68	109,200	3.0	34	89,845	2.0	7	40,385	7.0	2
229.00 Dean Lib & Inf Sci	80,000	3.0	27	58,219	2.0	18	43,079	8.0	3	49,750	3.0	15
230.00 Dean,Mathematics	83,164	3.5	8	55,391	5.0	19	36,462	4.0	27	47,513	5.0	41
231.00 Dean,Medicine	163,425	4.0	45	131,250	3.0	6	*	*		*	*	
232.00 Dean,Music	79,237	6.5	22	60,000	4.0	21	33,075	6.5	18	45,000	15.0	5
233.00 Dean,Nursing	82,545	4.0	55	61,190	5.0	78	44,011	5.0	38	43,700	6.0	63
234.00 Dean,Occ Std/Voc Ed	75,252	6.0	9	68,102	4.5	32	53,800	7.0	17	47,000	4.0	130
235.00 Dean,Pharmacy	93,670	5.0	31	74,900	3.0	11	80,115	13.0	1	86,964	*	
236.00 Dean,Public Health	125,600	5.0	12	69,552	7.5	2	*	*		45,331	9.0	1
237.00 Dean,Sciences	97,334	3.0	30	67,600	4.0	58	41,000	4.0	53	49,140	5.0	76
238.00 Dean,Social Sciences	91,547	3.0	21	69,209	4.0	24	41,115	4.0	53	48,476	8.0	73
239.00 Dean,Social Work	85,593	4.0	35	66,954	5.0	15	37,084	6.5	6	44,000	3.5	4
240.00 Dean,Special Programs	70,534	7.0	9	52,200	7.5	16	41,900	5.0	21	42,974	4.0	46
241.00 Dean,Undergrad Prog	78,223	3.0	23	59,002	4.0	34	46,507	3.0	19	50,568	3.5	8
242.00 Dean,Veterinary Sci	97,524	4.0	17	*	*		*	*		100,428	*	
ADMINISTRATIVE												
301.00 Chief Business Off	93,228	6.0	108	74,301	5.0	229	58,000	5.0	311	53,574	6.0	300
301.01 Chief Admin Off	87,937	3.0	29	70,961	3.0	49	53,130	2.0	40	56,485	3.0	35
301.02 Chief Financial Off	79,100	3.0	48	60,462	5.0	82	49,350	3.0	65	48,849	5.0	61
301.10 Dir Health & Safety	52,605	5.0	80	36,636	2.0	58	27,000	1.5	10	35,000	8.0	9
301.20 Dir Telecommunic	50,500	4.0	92	37,046	3.0	92	25,430	3.5	28	37,857	3.0	23
302.00 Chief Planning Off	72,900	4.5	34	55,924	3.0	48	47,518	2.0	34	52,332	5.0	40
303.00 Chief Budgeting Off	59,860	4.0	98	47,544	5.0	125	43,103	4.5	50	43,321	5.0	47
303.10 Assc Budget Dir	47,367	4.0	59	37,853	4.0	55	34,000	5.0	21	35,392	2.5	18
304.00 Chief Plan-Budgt Off	73,173	4.0	33	62,415	5.0	27	47,350	4.5	18	56,318	6.0	9
305.00 General Counsel	77,843	6.5	80	57,358	4.0	47	51,648	3.5	10	41,753	6.5	10
305.10 Staff Attorneys	49,180	3.0	35	45,000	2.0	10	36,940	3.0	3	40,800	1.0	4
306.00 Chf Personnel/HR Off	64,440	5.0	129	48,438	5.0	198	35,000	3.5	158	41,194	4.0	134
306.10 Assc Dir Pers/HR	45,400	4.0	67	36,317	4.0	102	27,273	3.0	45	35,119	4.0	36
306.20 Manager Benefits	39,000	4.0	101	28,664	3.0	106	25,135	2.0	36	26,259	4.0	27
306.30 Manager Training-Dev	38,000	3.0	59	31,959	2.0	38	27,460	4.5	4	40,602	3.0	9
306.40 Manager Empl Relatns	37,892	4.0	37	34,993	3.0	15	27,203	1.0	8	42,229	8.0	5
306.50 Manager Labor Rel	48,623	4.0	32	51,000	2.0	7	43,200	1.0	1	67,779	7.0	2
306.60 Manager Employment	36,365	3.0	88	28,083	3.0	78	24,970	1.5	14	29,239	4.0	14
306.70 Mgr Wage-Sal/Mgr,Comp	35,559	3.0	78	31,931	3.0	49	25,781	2.0	6	30,290	3.0	14
306.80 Mgr Personnel Inf Sys	39,475	3.0	46	28,800	2.0	25	25,334	1.0	7	30,803	3.5	14
307.00 Dir AA/EEO	51,360	5.0	95	43,624	4.0	99	38,250	3.0	23	41,567	3.0	40
307.10 Assc Dir AA/EEO	34,500	2.0	34	36,779	3.0	10	32,034	7.0	5	39,153	8.0	5
308.00 Dir Pers-AA	46,300	12.0	5	40,650	6.0	49	30,000	3.0	55	41,053	4.0	80
309.00 Dir Computer Center	73,600	5.0	99	56,311	7.0	165	40,600	5.0	180	44,000	7.0	159
309.10 Assc Dir Computer Ctr	60,724	7.0	37	42,240	5.5	66	33,807	4.0	62	38,561	5.0	38
309.20 Data Base Admin	45,900	4.0	57	38,400	4.0	61	28,000	3.0	27	37,614	4.5	22
309.30 Sys Analyst I-Hi	39,768	3.5	32	37,264	5.0	97	29,200	3.0	68	32,332	4.0	55
309.40 Sys Analyst II-Lo	31,443	3.0	34	29,256	3.0	61	23,657	3.0	30	28,314	2.0	20
309.50 Prog Analyst I-Hi	31,328	4.0	37	30,210	4.0	122	26,750	4.0	94	30,860	5.0	79
309.60 Prog Analyst II-Lo	24,988	3.0	38	24,215	2.0	83	22,383	2.0	84	25,440	3.0	64
310.00 Dir Comp Ctn Op/Ad	61,000	6.0	68	47,376	7.0	98	35,313	4.5	88	39,094	6.0	56

*denotes 3 cases or fewer.

TABLE 32
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1989-90 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Cmp Cnt	53,475	8.0	32	41,041	5.0	47	30,600	3.0	45	35,443	6.0	26
311.00 Dir Inform Systems	57,393	5.0	50	48,960	5.0	60	42,529	3.0	32	50,931	5.0	54
312.00 Chf Phys Plnt/Fac	68,000	5.0	129	51,023	5.0	251	38,407	5.0	295	39,315	5.0	252
312.10 Assc Dir Phys Plnt	52,589	5.0	79	39,242	4.0	133	29,000	4.0	124	31,676	4.0	84
312.20 Mgr Landscape/Grds	35,449	7.0	102	29,364	5.0	159	24,800	5.0	124	25,959	4.0	58
312.30 Mgr Bldg Mnt Trades	39,865	6.0	87	32,772	5.0	135	28,728	4.0	89	29,275	5.0	60
312.40 Mgr Tech Trades	41,031	5.0	47	32,800	5.0	57	28,300	2.0	37	30,979	4.0	21
312.50 Mgr Custodial Srv	35,023	6.0	100	29,000	4.5	160	23,500	4.0	147	25,064	5.0	77
312.60 Mgr Power Plant	42,723	7.0	75	34,054	6.0	94	32,960	7.0	37	32,788	4.0	19
313.00 Comptroller	67,200	5.0	109	49,573	6.0	176	38,600	4.0	221	39,959	5.0	140
313.10 Manager Payroll	37,602	6.0	118	29,388	6.0	173	21,600	3.0	114	26,043	5.0	85
314.00 Dir Accounting	47,880	5.0	94	38,900	4.0	138	30,838	3.0	99	33,991	5.0	93
314.10 Staff Accountant-Hi	29,897	4.0	44	29,400	4.0	127	25,000	3.0	121	28,195	4.0	77
314.20 Staff Accountant-Lo	24,351	3.5	28	24,003	2.0	89	20,000	1.0	80	23,643	4.0	66
315.00 Bursar	43,330	5.0	83	33,760	5.0	114	27,055	4.0	81	31,200	5.0	42
315.10 Assc Bursar	35,075	4.0	31	26,676	4.0	25	24,000	2.0	21	27,880	4.0	7
316.00 Dir Purchasing	49,705	4.5	126	37,028	6.0	210	29,694	5.0	136	33,050	6.0	142
316.10 Assc Dir Purchasing	38,918	4.0	65	30,278	4.0	72	24,380	3.5	22	25,247	4.0	24
317.00 Dir Bookstore	44,450	6.0	90	32,900	7.0	155	22,000	5.0	236	25,394	6.0	161
317.10 Assc Dir Bookstore	30,330	3.0	40	24,630	5.0	43	17,650	3.0	43	24,807	4.0	30
318.00 Dir Internal Audit	54,314	6.0	107	38,000	4.0	98	36,750	1.0	21	36,400	4.0	28
319.00 Dir Aux Services	59,887	5.5	70	46,106	5.0	100	36,977	4.0	54	40,402	8.0	58
319.10 Mgr Mail Services	28,000	5.0	96	22,598	4.0	133	16,283	5.0	127	19,578	5.5	34
320.00 Dir Campus Security	48,520	6.0	128	36,436	5.0	226	26,500	4.0	224	30,658	6.0	118
321.00 Dir Risk Mgt/Ins	49,404	4.0	65	38,325	4.0	26	29,000	4.0	7	40,925	5.0	7
322.00 Admin Hosp Med Ctr	125,080	5.0	25	103,150	3.0	2	*	*		29,934	7.0	1
322.10 Dir Med Ctr Pub Rel	51,805	4.0	28	34,445	5.5	4	22,000	6.0	1	53,000	1.0	1
322.10 Dir Med Ctr Pers	55,541	3.0	21	38,190	9.5	2	39,118	4.5	2	*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	82,796	3.0	94	65,389	3.0	186	54,000	3.0	284	45,285	3.0	116
401.10 Dir Annual Giving	43,659	3.0	74	35,700	2.0	124	30,320	2.0	177	33,811	3.0	18
401.20 Dir Corp/Fndtn Rel	49,376	2.0	68	37,563	2.0	85	36,500	2.0	103	36,448	1.0	22
401.30 Coord Res Dev	33,950	3.0	43	26,402	2.5	52	25,000	2.0	59	32,500	1.0	11
401.40 Dir Estate Pln	51,438	4.0	43	42,400	4.0	37	37,135	3.0	78	31,500	2.0	1
402.00 Chf Pubic Rel Off	68,000	5.0	80	44,900	4.0	146	32,924	3.0	205	35,170	3.0	138
402.10 Dir Gov/Leg Rel	69,863	4.0	63	59,393	4.0	34	32,099	2.0	7	55,884	3.0	5
403.00 Chf Dev/Pub Rel Off	90,000	4.0	34	71,074	3.5	64	48,900	3.0	55	45,338	2.0	30
404.00 Dir Alumni Affairs	53,322	5.0	105	35,125	3.0	220	28,985	3.0	283	26,739	2.0	33
405.00 Dir Dev/Alumni Aff	62,748	3.0	17	46,191	5.0	19	43,305	2.0	26	37,008	3.5	28
406.00 Dir Spec/Defer Gifts	53,561	3.0	37	44,750	4.0	26	36,040	3.0	69	31,655	3.0	9
407.00 Dir Church Relations	51,413	4.5	4	43,240	4.0	17	32,990	3.5	54	20,125	4.5	2
408.00 Dir Community Serv	52,041	9.5	20	37,077	3.0	28	30,369	3.0	26	40,598	6.0	101
409.00 Dir Publications	42,670	5.0	96	33,665	4.0	136	28,885	3.0	118	33,070	4.0	43
409.10 Assc Dir Publicatns	33,660	4.0	23	26,083	2.0	42	22,850	2.0	47	27,091	2.0	10
409.20 Mgr Printing Srv	37,900	6.5	92	30,244	8.0	140	22,450	4.5	100	26,125	7.0	67
410.00 Dir Info Office	50,340	5.0	61	35,611	4.0	102	26,306	3.0	96	31,626	3.0	76
411.00 Dir News Bureau	39,377	3.0	59	29,500	4.0	84	23,817	2.0	64	30,370	2.0	10
STUDENT SERVICES												
501.00 Chf Student Aff Off	79,900	6.0	122	63,096	5.0	266	45,948	4.0	341	50,901	5.5	308
502.00 Dir Admissions	57,264	5.0	113	46,000	5.0	202	38,200	3.0	294	36,965	4.0	162
502.10 Assc Dir Admissions	36,645	5.0	84	31,187	3.0	173	26,500	3.0	212	30,711	4.0	55
502.20 Admissions Counselor	23,000	2.0	33	21,246	2.0	96	19,000	1.0	194	24,558	2.0	67
502.30 Academic Advisor	23,463	4.0	22	26,850	3.0	50	24,000	2.0	47	26,724	5.0	23
503.00 Dir.Adm & Registrar	63,731	8.0	26	52,500	5.5	34	36,750	7.0	13	42,631	6.0	89
504.00 Registrar	54,100	7.0	121	42,964	8.0	235	32,226	6.0	347	35,296	6.0	182
504.00 Assc Registrar	38,289	5.0	72	32,045	5.0	106	24,698	3.0	59	31,000	5.0	33
504.20 Asst Registrar	30,600	7.0	55	27,000	4.0	117	20,442	2.0	120	28,045	3.0	39
505.00 Dir Adm/Fin Aid	72,554	4.5	10	55,000	5.0	31	47,660	3.0	53	40,517	3.0	35
506.00 Dir Student Fin Aid	51,108	6.0	134	41,200	6.0	250	31,800	5.0	342	35,306	6.0	276
506.10 Assc Dir Std Fin Aid	35,658	3.0	89	28,318	3.0	175	22,000	3.0	161	26,519	2.0	72
507.00 Dir Food Services	51,198	5.0	62	38,348	7.0	68	33,777	7.0	85	27,516	5.0	51
507.10 Assc Dir Food Serv	41,700	4.0	33	31,992	4.0	33	24,513	3.0	48	29,305	2.0	5
508.00 Dir Student Housing	49,608	7.0	112	36,848	4.0	192	26,915	2.0	203	28,010	3.0	40
508.10 Assc Dir Std Housing	34,715	5.0	59	27,995	2.0	81	19,808	1.0	53	28,277	2.0	9
508.20 Housing Off/Adm Opr	36,975	5.0	58	29,129	3.0	41	20,000	1.0	20	25,092	3.0	6
508.30 Housing Off/Res Life	34,287	3.0	58	26,000	3.0	73	21,150	2.0	85	23,065	2.5	14
510.00 Dir Foreign Students	38,806	6.0	77	29,015	4.0	80	26,463	3.0	44	36,016	5.0	9
511.00 Dir Student Union	47,000	8.0	92	37,480	5.0	137	28,503	3.0	79	34,847	4.5	12
511.10 Assc Dir Std Union	35,803	5.0	46	29,855	4.0	58	23,057	3.0	23	35,428	8.0	3
511.20 Std Union Bsn Mgr	32,441	4.0	42	29,400	3.0	26	18,550	1.5	2	25,260	4.0	1
512.00 Dir Std Activities	41,000	6.0	87	31,682	3.0	178	24,688	2.0	224	31,819	3.0	157
513.00 Dir Std Placement	45,949	5.0	124	36,360	5.0	219	28,040	4.0	263	32,927	4.0	127
514.00 Dir Std Counseling	53,083	7.0	114	41,087	5.0	209	31,000	4.0	218	40,320	5.0	172
514.10 Assc Dir Std Cnslg	40,888	5.5	48	31,996	3.0	52	26,125	3.0	38	35,302	3.0	23
515.00 Dir Std Hlth-Physicn	79,520	7.0	90	66,000	6.0	86	31,800	9.0	43	53,943	3.0	3
516.00 Dir Std Hlth-Nurse	36,756	7.0	53	29,403	5.0	141	21,600	5.0	212	26,137	5.5	66
517.00 Dir Campus Ministries	43,072	3.0	22	32,400	3.0	67	27,500	3.0	180	20,699	3.0	5
518.00 Dir Athletics	77,190	4.0	130	53,521	4.0	224	38,000	5.0	288	38,888	5.0	117
519.00 Dir Sports Info	33,243	4.0	114	27,000	5.0	187	20,281	2.0	122	19,108	2.5	4
520.00 Dir Athletics/Men	60,000	7.0	21	49,830	6.0	17	44,100	8.5	16	34,500	2.0	3
521.00 Dir Athletics/Women	48,000	7.5	40	39,710	8.0	49	29,122	7.0	37	31,400	4.0	5
522.00 Dir Campus Rec	40,949	6.0	103	29,700	4.5	146	25,000	4.0	81	29,906	6.0	24
523.00 Dir Enrollment Mgmt	65,261	2.0	15	56,188	2.0	50	45,275	2.0	47	38,460	2.5	22
524.00 Dir Minority Affairs	40,000	3.0	43	34,314	2.0	85	30,000	1.5	62	35,000	1.5	14
525.00 Dir Conferences	44,465	4.0	58	35,326	2.5	66	27,770	2.0	61	35,904	2.0	16

*denotes 3 cases or fewer.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Comp Ins	Pri-Rel		TX
Abraham Baldwin Agricultural College	001541	2-Yr Acad	Public	Campus	GA
Adams State College	001345	Comp Ins	Public		CO
Adelphi University	002666	Doct Ins	Pri-Ind		NY
Adirondack Community College	002860	2-Yr Acad	Public		NY
Adrian College	002234	Gen Bac	Pri-Rel		MI
Aims Community College	007582	2-Yr Acad	Public		CO
Alamo Community College District	003607	2-Yr A Sys	Public	Office	TX
Albany College of Pharmacy	002885	Med Relat	Pri-Ind		NY
Albany Medical College	002887	Medical	Pri-Ind		NY
Albany State College	001544	Gen Bac	Public		GA
Albertus Magnus College	001374	Gen Bac	Pri-Rel		CT
Albright College	003229	Gen Bac	Pri-Rel		PA
Albuquerque Technical-Vocational Institute	004742	2-Yr Acad	Public	Main	NM
Alcorn State University	002396	Gen Bac	Public		MS
Alderson-Broaddus College	003806	Gen Bac	Pri-Ind		WV
Alfred University	002668	Doct Ins	Pri-Ind		NY
Alice Lloyd College	001951	2-Yr Acad	Pri-Ind		KY
Allegany Community College	002057	2-Yr Acad	Public		MD
Allegheny College	003230	Gen Bac	Pri-Ind		PA
Allentown College of Saint Francis	003986	Gen Bac	Pri-Rel		PA
Alma College	002236	Gen Bac	Pri-Ind		MI
Alpena Community College	002237	2-Yr Acad	Public		MI
Alvernia College	003233	Gen Bac	Pri-Rel		PA
Alverno College	003832	Gen Bac	Pri-Rel		WI
Alvin Community College	003539	2-Yr Acad	Public		TX
Amarillo College	003540	2-Yr Acad	Public		TX
American Academy of Dramatic Arts	007465	Other	Pri-Ind		NY
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American Institute of Business	003963	2-Yr Acad	Pri-Ind		IA
American River College	009552	2-Yr Acad	Public	Campus	CA
American University	001434	Doct Ins	Pri-Rel		DC
Amherst College	002115	Gen Bac	Pri-Ind		MA
Ana G. Mendez Education Foundation	029078	Other	Pri-Ind	Office	PR
Anderson College	001785	Comp Ins	Pri-Rel		IN
Andover Newton Theological School	002116	Spec Rel	Pri-Ind		MA
Angelina College	006661	2-Yr Acad	Public		TX
Angelo State University	003541	Comp Ins	Public		TX
Anna Maria College	002117	Comp Ins	Pri-Ind		MA
Antillian College	005019	Gen Bac	Pri-Rel		PR
Antioch University	008795	Comp Ins	Pri-Ind	Office	OH
Appalachian State University	002906	Comp Ins	Public	Campus	NC
Aquinas College	002239	Gen Bac	Pri-Ind		MI
Arizona Board of Regents	RZN850	2-Yr N Sys	Public	Office	AZ
Arizona State University	001081	Doct Ins	Public		AZ
Arizona Western College	001071	2-Yr Acad	Public		AZ
Arkansas College	001088	Gen Bac	Pri-Rel		AR
Arkansas State University-Main Campus	001090	Comp Ins	Public	Main	AR
Arkansas Tech University	001089	Gen Bac	Public		AR
Armstrong State College	001546	Comp Ins	Public	Campus	GA
Asbury College	001952	Gen Bac	Pri-Ind		KY
Asbury Theological Seminary	001953	Spec Rel	Pri-Ind		KY
Asheville Buncombe Technical Comm College	004033	2-Yr Acad	Public		NC
Ashland University	003012	Comp Ins	Pri-Ind		OH
Assumption College	002118	Comp Ins	Pri-Rel		MA
Atlanta Christian College	001547	Gen Bac	Pri-Rel		GA
Atlanta Metropolitan College	012165	2-Yr Acad	Public	Campus	GA
Atlantic Community College	002596	2-Yr Acad	Public		NJ
Auburn University-Auburn	001009	Doct Ins	Public	Main	AL
Auburn University-Montgomery	008310	Comp Ins		Campus	AL
Augusta College	001552	Comp Ins	Public		GA
Augustana College	001633	Gen Bac	Pri-Rel		IL
Augustana College	003458	Gen Bac	Pri-Rel		SD
Austin College	003543	Gen Bac	Pri-Rel		TX

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Austin Community College	012015	2-Yr Acad	Public		TX
Austin Peay State University	003478	Comp Ins	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Spec Rel	Pri-Rel		TX
Azusa Pacific University	001117	Comp Ins	Pri-Rel		CA
Babson College	002121	Other	Pri-Ind		MA
Bacone College	003147	Other	Pri-Rel		OK
Bainbridge Junior College	011074	2-Yr Acad	Public		GA
Baldwin-Wallace College	003014	Gen Bac	Pri-Rel		OH
Ball State University	001786	Doct Ins	Public		IN
Bard College	002671	Gen Bac	Pri-Ind		NY
Barnard College	002708	Gen Bac	Pri-Ind		NY
Barry University	001466	Comp Ins	Pri-Ind		FL
Barstow College	001119	2-Yr Acad	Public		CA
Bartlesville Wesleyan College	003151	Gen Bac	Pri-Rel		OK
Bay Path College	002122	2-Yr Acad	Pri-Ind		MA
Baylor College of Medicine	004949	Medical	Pri-Ind		TX
Beaufort Technical College	009910	2-Yr Acad	Public		SC
Beaver College	003235	Other	Pri-Rel		PA
Bee County College	003546	2-Yr Acad	Public		TX
Bellarmine College	001954	Gen Bac	Pri-Ind		KY
Bellevue Community College	003769	2-Yr Acad	Public		WA
Belmont College	003479	Gen Bac	Pri-Rel		TN
Belmont Technical College	009941	2-Yr Acad	Public		OH
Benedict College	003420	Gen Bac	Pri-Rel		SC
Bentley College	002124	Other	Pri-Ind		MA
Berea College	001955	Gen Bac	Pri-Ind		KY
Berklee College of Music	002126	Other	Pri-Ind		MA
Berkshire Community College	002167	2-Yr Acad	Public	Campus	MA
Berry College	001554	Gen Bac	Pri-Ind		GA
Bethany Lutheran College	002337	2-Yr Acad	Pri-Rel		MN
Bethel College	001905	Gen Bac	Pri-Rel		KS
Bethel College	009058	Gen Bac	Pri-Rel		MN
Bethune-Cookman College	001467	Gen Bac	Pri-Rel		FL
Big Bend Community College	003770	Comp Ins	Public		SD
Biola University	001122	Comp Ins	Pri-Rel		CA
Birmingham-Southern College	001012	Gen Bac	Pri-Rel		AL
Bismarck State College	002988	2-Yr Acad	Public		ND
Black Hills State College	003459	Gen Bac	Public		SD
Bloomfield College	002597	Other	Pri-Ind		NJ
Bloomsburg University	003315	Comp Ins	Public	Campus	PA
Blue Ridge Technical Institute	009684	2-Yr Acad	Public	Campus	NC
Bluefield State College	003809	Gen Bac	Public		WV
Board of Regents of South Dakota	BRD575	2-Yr N Sys	Public	Office	SD
Boise State University	001616	Comp Ins	Public		ID
Boricua College	013029	2-Yr Acad	Pri-Ind		NY
Boston College	002128	Doct Ins	Pri-Ind		MA
Boston University	002130	Doct Ins	Pri-Ind		MA
Bowie State College	002062	Comp Ins	Public	Campus	MD
Bowman Gray School of Medicine	BWM271	Medical	Pri-Ind		NC
Bradford College	002132	Gen Bac	Pri-Ind		MA
Bradley University	001641	Comp Ins	Pri-Ind		IL
Brandeis University	002133	Doct Ins	Pri-Ind		MA
Brean College	666687	Gen Bac	Pri-Rel		MO
Brenau College	001556	Gen Bac	Pri-Ind		GA
Brewton-Parker College	001557	Gen Bac	Pri-Rel		GA
Bridgewater State College	002183	Comp Ins	Public		MA
Brigham Young University of Hawaii	001606	Gen Bac	Pri-Rel		HI
Bristol Community College	002176	2-Yr Acad	Public	Campus	MA
Broward Community College	001500	2-Yr Acad	Public		FL
Brown University	003401	Doct Ins	Pri-Ind		RI
Brunswick College	001558	2-Yr Acad	Public		GA
Bryant College of Business Administration	003402	Other	Pri-Ind		RI
Bryn Mawr College	003237	Doct Ins	Pri-Ind		PA
Bucknell University	003238	Comp Ins	Pri-Ind		PA

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Bucks County Community College	003239	2-Yr Acad	Public		PA
Buena Vista College	001847	Gen Bac	Pri-Ind		IA
Butler University	001788	Comp Ins	Pri-Ind		IN
CBN University	029353	Other	Pri-Ind		VA
Caldwell College	002598	Gen Bac	Pri-Rel		NJ
Caldwell Community College & Technical Institute	004835	2-Yr Acad	Public	Campus	NC
California Baptist College	001125	Gen Bac	Pri-Rel		CA
California Institute of Integral Studies	012154	Other	Pri-Ind		CA
California Institute of the Arts	001132	Other	Pri-Ind		CA
California Lutheran University	001133	Comp Ins	Pri-Rel		CA
California Maritime Academy	001134	Other	Public		CA
California School of Professional Psychology-Los Angeles	010013	Other	Pri-Ind	Campus	CA
California State Polytechnic University-Pomona	001144	Comp Ins	Public	Campus	CA
California State University-Bakersfield	007993	Comp Ins	Public	Campus	CA
California State University-Dominguez Hills	001141	Comp Ins	Public	Campus	CA
California State University-Fresno	001147	Comp Ins	Public	Campus	CA
California State University-Hayward	001138	Comp Ins	Public	Campus	CA
California State University-Northridge	001153	Comp Ins	Public	Campus	CA
California State University-Sacramento	001150	Comp Ins	Public	Campus	CA
California State University-San Bernardino	001142	Comp Ins	Public	Campus	CA
California State University-Stanislaus	001157	Comp Ins	Public	Campus	CA
California State University-System	001136	Other	Public	Office	CA
Calvin College	002241	Gen Bac	Pri-Rel		MI
Cameron University	003150	Gen Bac	Public		OK
Canisius College	002681	Comp Ins	Pri-Ind		NY
Cape Cod Community College	002168	2-Yr Acad	Public	Campus	MA
Carleton College	002340	Gen Bac	Pri-Ind		MN
Carnegie Mellon University	003242	Doct Ins	Pri-Ind		PA
Carroll College	003838	Gen Bac	Pri-Ind		WI
Carson-Newman College	003481	Gen Bac	Pri-Rel		TN
Case Western Reserve University	003024	Doct Ins	Pri-Ind		OH
Casper College	003928	2-Yr Acad	Public		WY
Castleton State College	003683	Gen Bac	Public	Campus	VT
Catawba College	002914	Gen Bac	Pri-Rel		NC
Catawba Valley Community College	005318	2-Yr Acad	Public	Campus	NC
Catholic University of America	001437	Doct Ins	Pri-Ind		DC
Catonsville Community College	002063	2-Yr Acad	Public		MD
Cayuga County Community College	002861	2-Yr Acad	Public		NY
Cecil Community College	008308	2-Yr Acad	Public		MD
Cedar Crest College	003243	Gen Bac	Pri-Rel		PA
Cedarville College	003025	Gen Bac	Pri-Rel		OH
Central Bible College	002452	Gen Bac	Pri-Rel		MO
Central College	001908	2-Yr Acad	Pri-Ind		KS
Central Community College	029007	2-Yr Acad	Public	Office	NE
Central Connecticut State University	001378	Comp Ins	Public	Campus	CT
Central Maine Technical College	005276	2-Yr Acad	Public	Campus	ME
Central Methodist College	002453	Gen Bac	Pri-Rel		MO
Central Michigan University	002243	Comp Ins	Public		MI
Central Missouri State University	002454	Comp Ins	Public		MO
Central Ohio Technical College	011046	2-Yr Acad	Public		OH
Central Piedmont Community College	002915	2-Yr Acad	Public		NC
Central State University	003152	Comp Ins	Public		OK
Central Univeristy of Iowa	001850	Gen Bac	Pri-Ind		IA
Central Virginia Community College	004988	2-Yr Acad	Public	Campus	VA
Central Washington University	003771	Comp Ins	Public		WA
Central Wyoming College	007289	2-Yr Acad	Public		WY
Centralia College	003772	2-Yr Acad	Public		WA
Centre College	001961	Gen Bac	Pri-Ind		KY
Cerritos College	001161	2-Yr A Sys	Public		CA
Chadron State College	002539	Gen Bac	Public		NE
Chaminade University of Honolulu	001605	Gen Bac	Pri-Rel		HI
Champlain College	003684	2-Yr Acad	Pri-Ind		VT
Charles County Community College	002064	2-Yr Acad	Public	Main	MD
Chatfield College	010880	2-Yr Acad	Pri-Rel		OH

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Chatham College	003244	Gen Bac	Pri-Ind		PA
Chemeketa Community College	003218	2-Yr Acad	Public		OR
Chicago State University	001694	Comp Ins	Public	Campus	IL
Christopher Newport College	003706	Gen Bac	Public		VA
Church Divinity School of The Pacific	001165	Spec Rel	Pri-Ind		CA
Cincinnati Technical College	010345	2-Yr Acad	Public		OH
Citadel Military College of Science	003423	Comp Ins	Public		SC
Citrus College	001166	2-Yr Acad	Public		CA
City University of New York-Brooklyn College	002687	Comp Ins	Public		NY
City University of New York-City College	002688	Comp Ins	Public	Campus	NY
City University of New York-Graduate School & University Ctr	004063	Other		Campus	NY
City University of New York-System Office	002686	Other	Public	Office	NY
Claremont Graduate School	001169	Doct Ins	Pri-Ind	Campus	CA
Clark College	003773	2-Yr Acad			WA
Clark State Community College	004852	2-Yr Acad	Public		OH
Clark University	002139	Doct Ins	Pri-Ind		MA
Clarke College	001852	Gen Bac	Pri-Rel		IA
Clarkson University	002699	Other	Pri-Ind		NY
Clatsop Community College	003189	2-Yr Acad	Public		OR
Clayton State College	008976	2-Yr Acad	Public		GA
Clemson University	003425	Doct Ins	Public		SC
Cleveland State Community College	003999	2-Yr Acad	Public		TN
Cleveland State University	003032	Comp Ins	Public		OH
Clinton Community College	006787	2-Yr Acad	Public		NY
Cochise College	001072	2-Yr Acad	Public	Main	AZ
Coffeyville Community College	001910	2-Yr Acad	Public		KS
Colby College	002039	Gen Bac	Pri-Ind		ME
Colby-Sawyer College	002572	Gen Bac	Pri-Ind		NH
Colgate University	002701	Comp Ins	Pri-Ind		NY
College Misericordia	003247	Gen Bac	Pri-Rel		PA
College of Eastern Utah	003676	2-Yr Acad	Public		UT
College of Health Sciences Community Hospital-Roanoke Valley	006622	Med Relat	Pri-Ind		VA
College of Idaho	001617	Gen Bac	Pri-Rel		ID
College of Lake County	007694	2-Yr Acad	Public		IL
College of Mount Saint Joseph	003033	Gen Bac	Pri-Rel		OH
College of Notre Dame	001179	Gen Bac	Pri-Rel		CA
College of Osteopathic Medicine of the Pacific	029133	Medical	Pri-Ind		CA
College of Our Lady of the Elms	002140	Gen Bac	Pri-Ind		MA
College of Saint Benedict	002341	Gen Bac	Pri-Rel		MN
College of Saint Catherine	002342	Gen Bac	Pri-Rel		MN
College of Saint Mary	002540	Med Relat	Pri-Ind		NE
College of Saint Rose	002705	Comp Ins	Pri-Rel		NY
College of Saint Scholastica	002343	Gen Bac	Pri-Ind		MN
College of Saint Thomas	002345	Doct Ins	Pri-Rel		MN
College of William & Mary	003705	Doct Ins	Public		VA
College of the Holy Cross	002141	Gen Bac	Pri-Rel		MA
College of the Redwoods	001185	2-Yr Acad	Public	Main	CA
Colorado Community College & Occupational Education System	CCC802	2-Yr A Sys	Public	Office	CO
Colorado Mountain College	009007	2-Yr Acad	Public	Office	CO
Colorado School of Mines	001348	Other	Public		CO
Columbia Bible College & Seminary	003429	Spec Rel	Pri-Ind		SC
Columbia College	003430	Gen Bac	Pri-Rel		SC
Columbia State Community College	003483	2-Yr Acad	Public		TN
Columbia Theological Seminary	001560	Spec Rel	Pri-Rel		GA
Columbia University Teachers College	003979	Other	Pri-Ind		NY
Columbia University	002707	Doct Ins	Pri-Ind		NY
Columbia-Greene Community College	006789	2-Yr Acad	Public	Campus	NY
Columbus College	001561	Comp Ins	Public		GA
Columbus State Community College	006867	2-Yr Acad	Public		OH
Community College of Allegheny County	003231	2-Yr Acad	Public	Main	PA
Community College of Aurora	029367	2-Yr Acad	Public		CO
Community College of Beaver County	006807	2-Yr Acad	Public		PA
Community College of Denver	009542	2-Yr Acad	Public		CO
Community College of Philadelphia	003249	2-Yr Acad	Public		PA

APPENDIX A

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Community College of Rhode Island	003408	2-Yr Acad	Public	Main	RI
Community Colleges of Hawaii-System	CMM968	2-Yr A Sys	Public	Office	HI
Concordia College at Moorhead	002346	Gen Bac	Pri-Rel		MN
Concordia College	002709	Gen Bac	Pri-Rel		NY
Concordia College-Saint Paul	002347	Gen Bac	Pri-Rel	Campus	MN
Concordia Seminary	002457	Spec Rel	Pri-Rel		MO
Connecticut State University System	666656	Comp Ins	Public	Office	CT
Connors State College	003153	2-Yr Acad	Public		OK
Converse College	003431	Gen Bac	Pri-Ind		SC
Copiah-Lincoln Community College	002402	2-Yr Acad	Public	Main	MS
Cornell College	001856	Gen Bac	Pri-Ind		IA
Cornell University	002711	Doct Ins	Pri-Ind	Main	NY
Corning Community College	002863	2-Yr Acad	Public	Campus	NY
Cornish College of the Arts	012315	Other	Pri-Ind		WA
Cosumnes River College	007536	2-Yr Acad	Public	Campus	CA
Cottey College	002458	2-Yr Acad	Pri-Ind		MO
County College of Morris	007729	2-Yr Acad	Public		NJ
Covenant College	003484	Gen Bac	Pri-Rel		GA
Covenant Theological Seminary	004707	Spec Rel	Pri-Rel		MO
Creighton University	002542	Comp Ins	Pri-Rel		NE
Cumberland College	001962	Gen Bac	Pri-Rel		KY
Cuyahoga Community College	008797	2-Yr Acad	Public		OH
D'Youville College	002712	Med Relat	Pri-Ind		NY
Dakota Wesleyan University	003461	Gen Bac	Pri-Rel		SD
Dallas County Community College	003561	2-Yr A Sys	Public	Office	TX
Daniel Webster College	004731	Other	Pri-Ind		NH
Darton College	001543	2-Yr Acad	Public		GA
David Lipscomb College	003486	Gen Bac	Pri-Rel		TN
Davidson College	002918	Gen Bac	Pri-Rel		NC
Davis & Elkins College	003811	Gen Bac	Pri-Rel		WV
Daytona Beach Community College	001475	2-Yr Acad	Public	Office	FL
De Paul University	001671	Comp Ins	Public		IL
De Pauw University	001792	Comp Ins	Pri-Rel		IN
Dean Junior College	002144	2-Yr Acad	Pri-Ind		MA
Defiance College	003041	Gen Bac	Pri-Rel		OH
Dekalb College	001562	2-Yr Acad	Public		GA
Del Mar College	003563	2-Yr Acad	Public		TX
Delaware State College	001428	Gen Bac	Public		DE
Delaware Technical & Community College-Central Office	008074	2-Yr Acad	Public	Office	DE
Delaware Technical and Community College-Southern Campus	007053	2-Yr Acad	Public	Campus	DE
Delaware Technical and Community College-Stanton	DLW197	2-Yr Acad	Public	Campus	DE
Delaware Technical and Community College-Terry Campus	011727	2-Yr Acad	Public	Campus	DE
Delaware Technical and Community College-Wilmington	011387	2-Yr Acad	Public	Campus	DE
Delgado Community College	004626	2-Yr Acad	Public	Office	LA
Delta College	002251	2-Yr Acad	Public		MI
Delta State University	002403	Comp Ins	Public		MS
Des Moines Area Community College	008735	2-Yr Acad	Public		IA
Detroit College of Business	002253	Gen Bac	Pri-Ind	Main	MI
Dickinson College	003253	Gen Bac	Pri-Ind		PA
Dickinson School of Law	003254	Law School	Pri-Ind		PA
Dixie College	003671	2-Yr Acad	Public		UT
Dominican College of Blauvelt	002713	Gen Bac	Pri-Ind		NY
Dordt College	001859	Gen Bac	Pri-Rel		IA
Dr. W. M. Scholl College of Podiatric Medicine	001690	Med Relat	Pri-Ind		IL
Drake University	001860	Comp Ins	Pri-Ind		IA
Drew University	002603	Doct Ins	Pri-Ind		NJ
Drexel University	003256	Comp Ins	Pri-Ind		PA
Drury College	002461	Gen Bac	Pri-Ind		MO
Duke University	002920	Doct Ins	Pri-Ind		NC
Duquesne University	003258	Comp Ins	Pri-Rel		PA
Dutchess Community College	002864	2-Yr Acad	Public	Campus	NY
Dyersburg State Community College	006835	2-Yr Acad	Public		TN
Earlham College	001793	Gen Bac	Pri-Rel		IN
East Carolina University	002923	Comp Ins	Public		NC

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
East Central College	008862	2-Yr Acad	Public		MO
East Georgia College	010997	2-Yr Acad	Public		GA
East Stroudsburg University	003320	Comp Ins	Public	Campus	PA
East Tennessee State University	003487	Comp Ins	Public		TN
East Texas State University at Texarkana	029269	Gen Bac	Public	Campus	TX
Eastern Connecticut State University	001425	Comp Ins	Public	Campus	CT
Eastern Illinois University	001674	Comp Ins	Public	Campus	IL
Eastern Kentucky University	001963	Comp Ins	Public		KY
Eastern Maine Technical College	005277	2-Yr Acad	Public	Campus	ME
Eastern Mennonite College	003708	Gen Bac	Pri-Rel		VA
Eastern Michigan University	002259	Comp Ins	Public		MI
Eastern Montana College	002530	Gen Bac	Public	Campus	MT
Eastern New Mexico University-Roswell	002661	2-Yr Acad	Public	Campus	NM
Eastern Oklahoma State College	003155	2-Yr Acad	Public		OK
Eastern Washington University	003775	Comp Ins	Public		WA
Eastern Wyoming College	003929	2-Yr Acad	Public		WY
Edgewood College	003848	Gen Bac	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Comp Ins	Public		PA
Edmonds Community College	005001	2-Yr Acad	Public		WA
El Paso Community College	010387	2-Yr Acad	Public		TX
Elizabeth City State University	002926	Gen Bac	Public	Campus	NC
Elizabethtown College	003262	Gen Bac	Pri-Ind		PA
Ellsworth Community College	001862	2-Yr Acad	Public	Campus	IA
Elmhurst College	001676	Gen Bac	Pri-Ind		IL
Elmira College	002718	Comp Ins	Pri-Ind		NY
Elon College	002927	Gen Bac	Pri-Ind		NC
Embry-Riddle Aeronautical University	001479	Gen Bac	Pri-Ind	Office	FL
Emory University	001564	Doct Ins	Pri-Ind		GA
Emory and Henry College	003709	Gen Bac	Pri-Rel		VA
Emporia State University	001927	Comp Ins	Public		KS
Endicott College	002148	2-Yr Acad	Pri-Ind		MA
Episcopal Theological Seminary of the Southwest	003566	Spec Rel	Pri-Rel		NJ
Erie Business Center	029341	2-Yr Acad	Pri-Ind		PA
Erie Community College-Multi Campus Facility	012427	2-Yr Acad	Public	Office	NY
Essex Community College	002070	2-Yr Acad	Public		MD
Eureka College	001678	Gen Bac	Pri-Rel		IL
Evangel College	002463	Gen Bac	Pri-Rel		MO
Evangelical School of Theology	029237	Spec Rel	Pri-Rel		PA
Everett Community College	003776	2-Yr Acad	Public		WA
Evergreen State College	008155	Gen Bac	Public		WA
Fairfield University	001385	Comp Ins	Pri-Ind		CT
Fairleigh Dickinson University	008770	Comp Ins	Pri-Ind		NJ
Fairmont State College	003812	Gen Bac	Public	Campus	WV
Faith Baptist Bible College	007121	Gen Bac	Pri-Rel		IA
Fashion Institute of Technology	002866	Gen Bac	Public		NY
Fayetteville Technical Cmmty College	007640	2-Yr Acad	Public		NC
Ferris State University	002260	Gen Bac	Public		MI
Ferrum College	003711	Gen Bac	Pri-Rel		VA
Fielding Institute	020961	Other	Pri-Ind		CA
Fitchburg State University	002184	Gen Bac	Public		MA
Florence-Darlington Technical College	003990	2-Yr Acad	Public		SC
Florida A & M University	001480	Doct Ins	Public		FL
Florida Atlantic University	001481	Comp Ins	Public		FL
Florida International University	009635	Comp Ins	Public		FL
Florida State University	001489	Doct Ins	Public		FL
Floyd College	009507	2-Yr Acad	Public		GA
Fordham University	002722	Doct Ins	Pri-Rel	Main	NY
Fort Hays State University	001915	Comp Ins	Public		KS
Fort Lewis College	001353	Gen Bac	Public	Campus	CA
Framingham State College	002185	Gen Bac	Public	Campus	MA
Francis Marion College	009226	Gen Bac	Public		SC
Franklin & Marshall College	003265	Gen Bac	Pri-Ind		PA
Franklin College of Indiana	001798	Gen Bac	Pri-Ind		TN
Franklin Pierce College	002575	Gen Bac	Pri-Ind		NH

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Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Franklin Pierce Law Center	FRN033	Law School	Pri-Ind		NM
Franklin University	003046	Gen Bac	Pri-Ind		OH
Fresno Pacific College	001253	Other	Pri-Rel		CA
Friend University	001918	Comp Ins	Pri-Ind		KS
Friends Bible College	001917	Gen Bac	Pri-Rel		KS
Front Range Community College	007933	2-Yr Acad	Public		CO
Frostburg State University	002072	Comp Ins	Public	Campus	MD
Furman University	003434	Comp Ins	Pri-Rel		SC
Gadsden State Community College	001017	2-Yr Acad	Public		AL
Gainesville College	001567	2-Yr Acad	Public		GA
Gallaudet University	001443	Comp Ins	Pri-Ind		DC
Gannon University	003266	Comp Ins	Pri-Rel		PA
Garrett Community College	010014	2-Yr Acad	Public		MD
Gateway Technical College	010883	2-Yr Acad	Public	Main	WI
Genesee Community College	006782	2-Yr Acad	Public		NY
George Mason University	003749	Comp Ins	Public		VA
George Washington University	001444	Doct Ins	Pri-Ind		DC
Georgetown College	001964	Gen Bac	Pri-Rel		KY
Georgetown University	001445	Doct Ins	Pri-Rel		DC
Georgia College	001602	Comp Ins	Public	Campus	GA
Georgia Southern College	001572	Comp Ins	Public		GA
Georgia Southwestern College	001573	Comp Ins	Public		GA
Georgia State University	001574	Doct Ins	Public		GA
Germanna Community College	008660	2-Yr Acad	Public		VA
Gettysburg College	003268	Gen Bac	Pri-Rel		PA
Golden Gate University	001205	Comp Ins	Pri-Ind	Main	CA
Goldey Beacom College	001429	Gen Bac	Pri-Ind		DC
Gonzaga University	003778	Comp Ins	Pri-Ind		WA
Gordon College	002153	Gen Bac	Pri-Ind		MA
Goshen College	001799	Gen Bac	Pri-Rel		IN
Goucher College	002073	Gen Bac	Pri-Ind		MD
Governors State University	009145	Comp Ins	Public		IL
Grace College & Thological Seminary	001800	Spec Rel	Pri-Rel		IN
Grand Rapids Junior College	002267	2-Yr Acad	Public		MI
Grand Valley State University	002268	Comp Ins	Public		MI
Grand View College	001867	Gen Bac	Pri-Rel		IA
Greater New Haven State Technical Colleg	029170	2-Yr Acad	Public	Campus	CT
Green Mountain College	003687	2-Yr Acad	Pri-Ind		VT
Green River Community College	003780	2-Yr Acad	Public		WA
Greenfield Community College	002169	2-Yr Acad	Public		MA
Grinnell College	001868	Gen Bac	Pri-Ind		IA
Grossmont College	001208	2-Yr Acad	Public	Office	CA
Guilford College	002931	Gen Bac	Pri-Ind		NC
Hagerstown Junior College	002074	2-Yr Acad	Public		MD
Hamilton College	002728	Gen Bac	Pri-Ind		NY
Hamline University	002354	Gen Bac	Pri-Rel		MN
Hampden-Sydney College	003713	Gen Bac	Pri-Ind		VA
Hampton University	003714	Comp Ins	Pri-Ind		VA
Harford Community College	002075	2-Yr Acad	Public		MD
Hartford College for Women	001386	2-Yr Acad	Pri-Ind		CT
Hartwick College	002729	Gen Bac	Pri-Ind		NY
Harvey Mudd College	001171	Gen Bac	Pri-Ind		CA
Haverford College	003274	Gen Bac	Pri-Ind		PA
Heidelberg College	003048	Gen Bac	Pri-Rel		OH
Hendrix College	001099	Gen Bac	Pri-Rel		AR
Henry Ford Community College	002270	2-Yr Acad	Public		MI
Highland Park Community College	002271	2-Yr Acad	Public		MI
Hillsborough Community College	007870	2-Yr Acad	Public	Office	FL
Hiram College	003049	Gen Bac	Public		OH
Hobart & William Smith College	002731	Gen Bac	Pri-Ind		NY
Holy Family College	003275	Gen Bac	Pri-Rel		PA
Holyoke Community College	002170	2-Yr Acad	Public	Campus	MA
Hood College	002076	Gen Bac	Pri-Ind		MD
Hope College	002273	Gen Bac	Pri-Rel		MI

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Horry-Georgetown Technical College	004925	2-Yr Acad	Public		SC
Houston Community College System	010633	2-Yr Acad	Public	Office	TX
Howard College	003574	2-Yr A Sys	Public		TX
Howard Community College	008175	2-Yr Acad	Public		MD
Howard Payne University	003575	Gen Bac	Pri-Rel		TX
Hudson Valley Community College	002868	2-Yr Acad	Public	Campus	NY
Humphreys College	001212	Gen Bac	Pri-Ind		CA
Huntingdon College	001019	Gen Bac	Pri-Rel		AL
Huntington College	001803	Gen Bac	Pri-Rel		IN
Idaho State University	001620	Comp Ins	Public		ID
Illinois Benedictine College	001767	Gen Bac	Pri-Rel		IL
Illinois Board of Governors of State Colleges & Universities	666679	2-Yr N Sys	Public	Office	IL
Illinois Central College	006753	2-Yr Acad	Public		IL
Illinois College of Optometry	001689	Med Relat	Pri-Ind		IL
Illinois College	001688	Gen Bac	Pri-Rel		IL
Illinois Eastern Community Colleges-System	009135	2-Yr A Sys	Public	Office	IL
Illinois Institute of Technology	001691	Doct Ins	Pri-Ind	Main	IL
Illinois State University	001692	Doct Ins	Public		IL
Illinois Wesleyan University	001696	Gen Bac	Pri-Ind		IL
Independence Community College	001924	2-Yr Acad	Public		KS
Indiana State University	009563	Comp Ins	Public		IN
Indiana University East	001811	2-Yr Acad	Public	Campus	IN
Indiana University Southeast	001817	Gen Bac	Public	Campus	IN
Indiana University System	008002	Other	Public	Office	IN
Indiana University of Pennsylvania	008810	Comp Ins	Public	Campus	PA
Indiana University-Bloomington	001809	Doct Ins	Public		IN
Indiana University-Kokomo	001814	Gen Bac	Public	Campus	IN
Indiana University-Northwest	001815	Comp Ins	Public	Campus	IN
Indiana University-Purdue University-Fort Wayne	001812	Comp Ins	Public	Campus	IN
Indiana University-Purdue University-Indianapolis	001813	Comp Ins	Public	Campus	IN
Indiana University-South Bend	001816	Comp Ins	Public	Campus	IN
Indiana Wesleyan University	001822	Gen Bac	Pri-Rel		IN
Institute of Paper & Science Technology	005010	Other	Pri-Ind		GA
International Bible College	029280	Gen Bac	Pri-Rel		AL
Iona College	002737	Comp Ins	Pri-Ind		NY
Iowa State University of Science & Technology	001869	Doct Ins	Public		IA
Iowa Wesleyan College	001871	Gen Bac	Pri-Ind		IA
Ithaca College	002739	Comp Ins	Pri-Ind		NY
J. S. Reynolds Community College	003759	2-Yr Acad	Public	Main	VA
Jackson State Community College	004937	2-Yr Acad	Public	Campus	TN
Jackson State University	002410	Comp Ins	Public		MS
Jacksonville State University	001020	Comp Ins	Public		AL
Jacksonville University	001495	Comp Ins	Pri-Ind		FL
Jamestown College	002990	Gen Bac	Pri-Rel		ND
Jefferson College	007102	2-Yr Acad	Public		MO
Jefferson Technical College	007275	2-Yr Acad	Public		OH
John B. Stetson University	001531	Comp Ins	Pri-Rel	Main	FL
John Carroll University	003050	Comp Ins	Pri-Rel		OH
John Wood Community College	012813	2-Yr Acad	Public	Campus	IL
Johns Hopkins University	002077	Doct Ins	Pri-Ind		MD
Johnson County Community College	008244	2-Yr Acad	Public		KS
Johnson State College	003688	Gen Bac	Public	Campus	VT
Joliet Junior College District #525	001699	2-Yr Acad	Public		IL
Jones County Junior College	002411	2-Yr Acad	Public		MS
Judson College	001700	Gen Bac	Pri-Ind		IL
Juniata College	003279	Gen Bac	Pri-Ind		PA
Kalamazoo Valley Community College	006949	2-Yr Acad	Public		MI
Kansas City Art Institute	002473	Other	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-Yr Acad	Public		KS
Kansas College of Technology	004611	2-Yr Acad			KS
Kansas State University	001928	Doct Ins	Public		KS
Kean College of New Jersey	002622	Comp Ins	Public		NJ
Kearney State College	002551	Comp Ins	Public	Campus	NE
Kennebec Valley Technical College	009826	2-Yr Acad	Public	Campus	ME

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Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Kennesaw State College	001577	Gen Bac	Public		GA
Kenrick-Glennon Seminary	002476	Spec Rel	Pri-Rel		MO
Kent State University	003051	Doct Ins	Public	Main	OH
Kent State University-Tuscarawas Region	003062	2-Yr Acad	Public	Campus	OH
Kentucky Christian College	001965	Spec Rel	Pri-Rel		KY
Kentucky State University	001968	Gen Bac	Public		KY
Kentucky Wesleyan College	001969	Gen Bac	Pri-Rel		KY
Keuka College	002744	Gen Bac	Pri-Rel		NY
King's College	003282	Gen Bac	Pri-Rel		PA
Kirkwood Community College	004076	2-Yr Acad	Public		IS
Kirtland Community College	007171	2-Yr Acad	Public		MI
L.D.S. Business College	003672	2-Yr Acad	Pri-Rel		UT
La Roche College	003987	Gen Bac	Pri-ind		PA
La Salle University	003287	Gen Bac	Pri-Ind		PA
LaGrange College	001578	Gen Bac	Pri-Rel		GA
Lafayette College	003284	Gen Bac	Pri-Ind		PA
Lake Michigan College	002277	2-Yr Acad	Public		MI
Lake Superior State College	002293	Gen Bac	Public		MI
Lake-Sumter Community College	001502	2-Yr Acad	Public		FL
Lakeland College	003854	Gen Bac	Pri-Ind		WI
Lamar University	003581	Comp Ins	Public	Main	TX
Lander College	003435	Gen Bac	Public		SC
Langston University	003157	Gen Bac	Public		OK
Lansing Community College	002278	2-Yr Acad	Public		MI
Laramie County Community College	009259	2-Yr Acad	Public		WY
Laredo Junior College	003582	2-Yr Acad	Public		TX
Lawrence University	003856	Gen Bac	Pri-Ind		WI
Le Moyne College	002743	Gen Bac	Pri-Ind		NY
Le Moyne-Owen College	003501	Gen Bac	Pri-Rel		TN
Lebanon Valley College	003288	Gen Bac	Pri-Rel		PA
Lees-McRae College	002939	2-Yr Acad	Pri-Rel		NC
Lehigh County Community College	006810	2-Yr Acad	Public		PA
Lehigh University	003289	Doct Ins	Pri-Ind		PA
Lesley College	002160	Gen Bac	Pri-Ind		MA
Letourneau University	003584	Other	Pri-Ind		TX
Lewis & Clark College	003197	Comp Ins	Pri-Ind		OR
Lewis-Clark State College	001621	Gen Bac	Public		ID
Lexington Community College	029210	2-Yr Acad	Public	Campus	KY
Lima Technical College	010027	Other	Public	Campus	OH
Lincoln Memorial University	003502	Gen Bac	Pri-Ind		TN
Lincoln University	002479	Comp Ins	Public		MO
Lincoln University	003290	Gen Bac	Public		PA
Lindenwood College	002480	Comp Ins	Pri-Rel		MO
Lindsey Wilson College	001972	2-Yr Acad	Pri-Rel		KY
Linfield College	003198	Gen Bac	Pri-Rel	Main	OR
Linn-Benton Community College	006938	2-Yr Acad	Public	Main	NY
Logan College of Chiropractic	004703	Med Relat	Pri-Ind		MO
Loma Linda University-Loma Linda	001218	Medical	Pri-Rel	Campus	CA
Loma Linda University-Riverside	LML923	Doct Ins	Pri-Rel	Campus	CA
Long Island University	002751	Other	Pri-Ind	Office	NY
Longview Community College	009140	2-Yr Acad	Public	Campus	MO
Longwood College	003719	Gen Bac	Public		VA
Lorain County Community College	003068	2-Yr Acad	Public		OH
Loras College	001873	Gen Bac	Pri-Rel		IA
Los Rios Community College-District	001231	2-Yr A Sys	Public	Office	CA
Louisiana College	002007	Gen Bac	Pri-Rel		LA
Louisiana State University-Alexandria	002011	2-Yr Acad	Public	Campus	LA
Louisiana State University-Baton Rouge	002010	Doct Ins	Public	Main	LA
Louisiana State University-Eunice	002012	2-Yr Acad	Public	Campus	LA
Louisiana State University-Medical Center-New Orleans	002014	Medical	Public	Campus	LA
Louisiana State University-Medical Center-Shreveport	LSN711	Medical	Public	Campus	LA
Louisville Presbyterian Theological Seminary	001974	Spec Rel	Pri-Rel		KY
Lower Columbia College	003782	2-Yr Acad	Public		WA
Loyola College in Maryland	002078	Comp Ins	Pri-Rel		MD

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Loyola Marymount University	011649	Comp Ins	Pri-Ind		CA
Loyola University	002016	Comp Ins	Pri-Rel		LA
Loyola University-Chicago	001710	Doct Ins	Pri-Rel		IL
Lubbock Christian College	003586	Gen Bac	Pri-Ind		TX
Lurleen B Wallace State Junior College	008988	2-Yr Acad	Public		AL
Luther College	001874	Gen Bac	Pri-Rel		IA
Lutheran Theological Seminary	003291	Spec Rel	Pri-Rel		PA
Lycoming College	003293	Gen Bac	Pri-Rel		PA
Lynchburg College	003720	Comp Ins	Pri-Rel		VA
Lyndon State College	003689	Gen Bac	Public	Campus	VT
MacCormac Junior College	001716	2-Yr Acad	Pri-Ind		IL
Macalester College	002358	Gen Bac	Pri-Ind		MN
Madison Business College	003859	2-Yr Acad	Pri-Ind		WI
Madisonville Community College	029213	2-Yr Acad	Public	Campus	KY
Madonna College	002282	Gen Bac	Pri-Rel		MI
Maine Vocational Technical College System	MNV043	2-Yr A Sys	Public	Office	ME
Malone College	003072	Gen Bac	Pri-Rel		OH
Manatee Community College	001504	2-Yr Acad	Public	Main	FL
Manchester College	001820	Gen Bac	Pri-Rel		IN
Manhattan College	002758	Comp Ins	Pri-Rel		NY
Manhattan School of Music	002759	Other	Pri-Ind		NY
Manhattanville College	002760	Comp Ins	Pri-Ind		NY
Mankato State University	002360	Comp Ins	Public	Campus	MN
Maple Woods Community College	009139	2-Yr Acad	Public	Campus	MO
Marian College of Fond du Lac	003861	Gen Bac	Pri-Rel		WI
Maricopa County Community College District	001075	2-Yr A Sys	Public		AZ
Marietta College	003073	Gen Bac	Pri-Ind		OH
Marin Community College	006993	2-Yr Acad	Public		CA
Marion Technical College	010736	Other	Public		OH
Marist College	002765	Gen Bac	Pri-Ind		NY
Marquette University	003863	Doct Ins	Pri-Rel		WI
Mary Baldwin College	003723	Gen Bac	Pri-Rel		VA
Mary Washington College	003746	Gen Bac	Public		VA
Marygrove College	002284	Comp Ins	Pri-Ind		MI
Maryland Institute	002080	Other	Pri-Ind		MD
Marymount College at Tarrytown	007515	Gen Bac	Pri-Ind		NY
Marymount College-Palos Verdes	010474	Gen Bac	Pri-Ind		CA
Marymount Manhattan College	002769	Gen Bac			NY
Maryville College	002482	Gen Bac	Pri-Ind		MO
Maryville College	003505	Gen Bac	Pri-Rel		TN
Marywood College	003296	Comp Ins	Pri-Rel		PA
Massachusetts Board of Regents of Higher Education	029283	2-Yr N Sys	Public	Office	MA
Massachusetts College of Art	002180	Other	Public	Campus	MA
Massachusetts Institute of Technology	002178	Doct Ins			MA
Massachusetts Maritime Academy	002181	Other	Public		MA
Massasoit Community College	002177	2-Yr Acad	Public	Office	MA
Maui Community College	001615	2-Yr Acad	Public	Campus	HI
Mayville State College	002993	Gen Bac	Public		ND
McCann School of Business	MCC179	2-Yr Acad	Pri-Ind		PA
McHenry County College	007691	2-Yr Acad	Public		IL
McKenzie College	004002	2-Yr Acad	Pri-Ind		TN
McNesse State University	002017	Comp Ins	Public		LA
McPherson College	001933	Gen Bac	Pri-Rel		KS
Meadville/Lombard Theological School	001723	Spec Rel	Pri-Rel		IL
Medical College of Georgia	001579	Medical	Public	Campus	GA
Medical College of Hampton Roads	010338	Medical	Pri-Ind		VA
Medical College of Wisconsin	008296	Medical	Pri-Ind		WI
Medical University of South Carolina	003438	Medical	Public		SC
Meharry Medical College	003506	Medical			TN
Memphis State University	003509	Doct Ins	Public	Campus	TN
Mennonite Brethren Biblical Seminary	010368	Spec Rel	Pri-Rel		CA
Mercer University	001580	Comp Ins	Pri-Rel	Office	GA
Mercy College of Detroit	002286	Gen Bac	Pri-Rel		MI
Mercy College	002772	Gen Bac	Pri-Ind		NY

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Meredith College	002945	Gen Bac	Pri-Ind		NC
Meridian Junior College	002413	2-Yr Acad	Public		MS
Merrimack College	002120	Gen Bac	Pri-Rel		MA
Merritt College	001267	2-Yr Acad	Public	Campus	CA
Mesa State College	001358	Gen Bac	Public		CA
Methodist College	002946	Gen Bac	Pri-Rel		NC
Metropolitan Community College	012586	2-Yr Acad	Public	Office	NE
Metropolitan Community Colleges-System	009137	2-Yr A Sys	Public	Office	MO
Metropolitan State College	001360	Gen Bac	Public		CO
Miami University-Oxford	007104	Doct Ins	Public	Main	OH
Miami-Dade Community College	001506	2-Yr Acad	Public		FL
Michigan State University	002290	Doct Ins	Public		MI
Michigan Technological University	002292	Other	Public		MI
Middle Georgia College	001581	2-Yr Acad	Public	Main	GA
Middle Tennessee State University	003510	Comp Ins	Public	Campus	TN
Middlesex Community College	009936	2-Yr Acad	Public		MA
Middlesex County College	002615	2-Yr Acad	Public		NJ
Midland Junior College	009797	2-Yr Acad	Public		TX
Midlands Technical College	003993	2-Yr Acad	Public		SC
Midway College	001975	2-Yr Acad	Pri-Ind		KY
Miles Community College	002528	2-Yr Acad			MT
Millersville University	003325	Comp Ins	Public		PA
Millikin University	001724	Gen Bac	Pri-Ind		IL
Mills College	001238	Comp Ins	Pri-Ind		CA
Minneapolis College of Art & Design	002365	Other	Pri-Ind		MN
Minnesota State Board of Vocational Technical Education	STT551	2-Yr N Sys	Public		MN
Minot State University	002994	Gen Bac	Public		ND
Mira Costa College	001239	2-Yr Acad	Public		CA
Mississippi County Community College	012860	2-Yr Acad	Public		AR
Mississippi Gulf Coast Community College	008763	2-Yr Acad	Public		MS
Mississippi State University	002423	Doct Ins	Public	Campus	MS
Missouri Southern State College	002488	Gen Bac	Public		MO
Missouri Western State College	002490	Gen Bac	Public		MO
Mitchell College	001393	2-Yr Acad	Pri-Ind		CT
Moberly Area Junior College	002491	2-Yr Acad	Public		MO
Mobile College	001029	Comp Ins	Pri-Rel		AL
Mohave Community College	011864	2-Yr Acad	Public		AZ
Mohawk Valley Community College	002871	2-Yr Acad	Public		NY
Molloy College	002775	Gen Bac	Pri-Ind		NY
Monmouth College	001725	Gen Bac	Pri-Ind		IL
Monmouth College	002616	Comp Ins	Pri-Ind		NJ
Monroe Community College	002872	2-Yr Acad	Public		NY
Monroe County Community College	002294	2-Yr Acad	Public		MI
Montana State University System-System Office	029072	Other	Public	Office	MT
Montana State University	002532	Comp Ins	Public		MT
Montcalm Community College	002295	2-Yr Acad	Public		MI
Montclair State College	002617	Comp Ins	Public		NJ
Montgomery College	006911	2-Yr Acad	Public	Office	MD
Montgomery County Community College	004452	2-Yr Acad	Public		PA
Moorhead State University	002367	Comp Ins	Public		MN
Moravian College	003301	Gen Bac	Pri-Ind		PA
Morehead State University	001976	Comp Ins	Public		KY
Morehouse College	001582	Medical			GA
Morgan State University	002083	Comp Ins	Public		MD
Morningside College	001879	Gen Bac	Pri-Rel		IA
Morris Brown College	001583	Gen Bac	Pri-Rel		GA
Morton College	001728	2-Yr Acad	Public		IL
Motlow State Community College	006836	2-Yr Acad	Public		TN
Mount Angel Seminary	003203	Spec Rel	Pri-Rel		OR
Mount Holyoke College	002192	Gen Bac	Pri-Ind		MA
Mount Mercy College	001880	Gen Bac	Pri-Rel		IA
Mount Saint Mary's College	002086	Gen Bac	Pri-Ind		MD
Mount Union College	003083	Gen Bac	Pri-Rel		OH
Mount Vernon Nazarene College	007085	Gen Bac	Pri-Rel		OH

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Mount Wachusett Community College	002172	2-Yr Acad	Public		MA
Mountain Empire Community College	009629	2-Yr Acad	Public	Campus	VA
Mt San Jacinto College	001246	2-Yr Acad	Public		CA
Muhlenberg College	003304	Gen Bac	Pri-Rel		PA
Murray State University	001977	Comp Ins	Public		KY
Muskegon College	002296	2-Yr Acad	Pri-Ind	Campus	MI
Muskingum Area Technical College	008133	2-Yr Acad	Public		OH
Muskingum College	003084	Gen Bac	Pri-Rel		OH
Nash Community College	008557	2-Yr Acad	Public		NC
Nashotah House	003874	Spec Rel	Pri-Rel		WI
Nashville State Technical Institute	008145	2-Yr Acad	Public	Campus	TN
Nassau Community College	002873	2-Yr Acad	Public		NY
National College of Chiropractic	001732	Other	Pri-Ind		IL
National College of Education	001733	Comp Ins	Pri-Ind		IL
National College	004057	Other	Pri-Ind	Main	SD
Nazarene Theological Seminary	002494	Spec Rel	Pri-Rel		MO
Nazareth College of Rochester	002779	Gen Bac	Pri-Ind		NY
Nebraska Wesleyan University	002555	Gen Bac	Pri-Ind		NE
Neosho County Community College	001936	2-Yr Acad	Public		KS
Neumann College	003988	Gen Bac	Pri-Rel		PA
New England College	002579	Gen Bac	Pri-Ind	Main	NH
New Hampshire College	002580	Other	Pri-Ind		NH
New Jersey Institute of Technology	002621	Other	Public		NJ
New Mexico State University	002657	Doct Ins	Public		NM
New Mexico State University-Alamogordo	002658	2-Yr Acad	Public	Campus	NM
New River Community College	005223	2-Yr Acad	Public	Campus	VA
New York Chiropractic College	012277	Other	Pri-Ind		NY
New York Medical College	002784	Medical	Pri-Ind		NY
Newberry College	003440	Gen Bac	Pri-Rel		SC
Niagara University	002788	Comp Ins	Pri-Ind		NY
Nicholls State University	002005	Comp Ins	Public		LA
Nicolet Area Technial College	008919	2-Yr Acad	Public		WI
Norfolk State University	003765	Comp Ins	Public		VA
North Adams State College	002187	Gen Bac	Public	Campus	MA
North Carolina A & T State University	002905	Comp Ins	Public	Campus	NC
North Carolina School of the Arts	003981	Other		Campus	NC
North Carolina State University-Raleigh	002972	Doct Ins	Public	Campus	NC
North Central College	001734	Gen Bac	Pri-Rel		IL
North Central Technical College	005313	2-Yr Acad	Public		OH
North Country Community College	007111	2-Yr Acad	Public		NY
North Dakota State College of Science	002996	2-Yr Acad	Public		ND
North Dakota State University	009265	Doct Ins	Public		ND
North Iowa Area Community College	001877	2-Yr Acad	Public		IA
North Park College	001735	Gen Bac	Pri-Rel		IL
North Seattle Community College	009704	2-Yr Acad	Public	Campus	WA
North Shore Community College	002173	2-Yr Acad	Public		MA
Northeast Community College	011667	2-Yr Acad	Public		NE
Northeast Louisiana University	002020	Comp Ins	Public		LA
Northeast Missouri State University	002495	Comp Ins	Public		MO
Northeastern Illinois University	001693	Comp Ins	Public		IL
Northeastern Junior College	001361	2-Yr Acad	Public		CO
Northeastern Ohio University	029045	Medical	Public		OH
Northeastern State University	003161	Other	Public		OK
Northeastern University	002199	Comp Ins	Pri-Ind		MA
Northern Arizona University	001082	Comp Ins	Public		AZ
Northern Essex Community College	002174	2-Yr Acad	Public		MA
Northern Illinois University	001737	Doct Ins	Public		IL
Northern Kentucky University	009275	Gen Bac	Public		KY
Northern Maine Technical College	005760	2-Yr Acad	Public	Campus	ME
Northern Michigan University	002301	Comp Ins	Public		MI
Northern Nevada Community College	006977	2-Yr Acad	Public	Campus	NE
Northern State College	003466	Gen Bac	Public		SD
Northern Virginia Community College	003727	2-Yr Acad	Public	Office	VA
Northland Community College	002385	2-Yr Acad	Public	Campus	NM

APPENDIX A

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Northwest College of the Assemblies of God	003783	Gen Bac	Pri-Rel		WA
Northwest College	003931	2-Yr Acad	Public		WY
Northwest Iowa Technical College	004600	2-Yr Acad	Public		IA
Northwest Missouri State University	002496	Comp Ins	Public		MO
Northwest Technical College	008677	2-Yr Acad	Public		OH
Northwestern College of Chiropractic	012328	Other	Pri-Ind		MN
Northwestern College	001883	Gen Bac	Pri-Rel		IA
Northwestern College	002371	Gen Bac	Pri-Ind		MN
Northwestern Michigan College	002302	2-Yr Acad	Public		MI
Norwich University	003692	Gen Bac	Pri-Ind		VT
Nyack College	002790	Gen Bac	Pri-Rel		NY
Oakland Community College	008760	2-Yr Acad	Public	Office	MI
Oakland University	002307	Comp Ins	Public		MI
Oakton College	000990	2-Yr Acad	Public		GA
Oakton Community College	009896	2-Yr Acad	Public		IL
Oakwood College	001033	Gen Bac	Pri-Rel		AL
Oberlin College	003086	Gen Bac	Pri-Ind		OH
Oblate College	001455	Spec Rel	Pri-Rel		DC
Ohio State University	006883	Doct Ins	Public	Main	OH
Ohio University	003100	Doct Ins	Public	Main	OH
Ohio Wesleyan University	003109	Gen Bac	Pri-Ind		OH
Okaloosa-Walton Community College	001510	2-Yr Acad	Public		FL
Oklahoma Baptist University	003164	Gen Bac	Pri-Rel		OK
Oklahoma City Community College	010391	2-Yr Acad	Public		OK
Oklahoma City University	003166	Comp Ins	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine	011282	Medical	Public	Campus	OK
Oklahoma State University-Main Campus	003170	Doct Ins	Public	Main	OK
Old Dominion University	003728	Comp Ins	Public		VA
Olympic College	003784	2-Yr Acad	Public		WA
Onondaga Community College	002875	2-Yr Acad	Public		NY
Oregon Graduate Center	008856	Other	Pri-Ind		OR
Oregon Health Sciences University	004882	Medical	Public	Campus	OR
Oregon Institute of Technology	003211	Other	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	Office	OR
Oregon State University	003210	Doct Ins	Public		OR
Otero Junior College	001362	2-Yr Acad	Public		CO
Otterbein College	003110	Gen Bac	Pri-Rel		OH
Pace University	002791	Doct Ins	Pri-Ind	Main	NY
Pacific Lutheran University	003785	Comp Ins	Pri-Rel		WA
Pacific University	003212	Doct Ins	Pri-Ind		OR
Paine College	001587	Gen Bac	Pri-Rel		GA
Palm Beach Junior College	001512	2-Yr Acad	Public		FL
Palmer College Of Chiropractic	012300	Other	Pri-Ind		IA
Palomar Community College	001260	2-Yr Acad	Public		CA
Panola Junior College	003600	2-Yr Acad	Public		TX
Paris Junior College	003601	2-Yr Acad	Public		TX
Park College	002498	Comp Ins	Pri-Rel		MO
Parkland College	007118	2-Yr Acad	Public		IL
Parks College of Saint Louis University	003970	Other	Pri-Rel	Campus	IL
Passaic County Community College	009994	2-Yr Acad	Public		NJ
Paul Smith's College of Art & Sciences	002795	2-Yr Acad	Pri-Ind		NY
Peace College	002953	2-Yr Acad	Pri-Rel		NC
Peirce Junior College	003309	2-Yr Acad	Pri-Ind		PA
Pellissippi State	012693	2-Yr Acad	Pri-Rel	Campus	TN
Penn Valley Community College	002484	2-Yr Acad	Public	Campus	MO
Pennsylvania State System of Higher Education	STT171	Other	Public	Office	PA
Pennsylvania State University	006965	Doct Ins	Public	Main	PA
Pennsylvania State University-Fayette Campus	003336	2-Yr Acad	Public	Campus	PA
Pensacola Junior College	001513	2-Yr Acad	Public		FL
Pepperdine University	001264	Comp Ins	Pri-Ind		CA
Peru State College	002559	Gen Bac	Public		NE
Philadelphia College of Pharmacy & Science	003353	Med Relat	Pri-Ind		PA
Philadelphia College of Textiles & Science	003354	Other	Pri-Ind		PA
Phillips County Community College	001104	2-Yr Acad	Public		AR

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Piedmont College	001588	Gen Bac	Pri-Ind		GA
Piedmont Virginia Community College	009928	2-Yr Acad	Public	Campus	VA
Pierce College	005000	2-Yr Acad	Public		WA
Pikes Peak Community College	008896	2-Yr Acad	Public		CO
Pikeville College	001980	Gen Bac	Pri-Rel		KY
Pima Community College	007266	2-Yr Acad	Public	Office	AZ
Pittsburgh Technical Institute	007437	2-Yr Acad	Pri-Ind		PA
Pittsburgh Theological Seminary	003356	Spec Rel	Pri-Rel		PA
Point Loma Nazarene College	001262	Gen Bac	Public	Office	CA
Point Park College	003357	Gen Bac	Pri-Ind		PA
Pomona College	001173	Gen Bac	Pri-Ind		CA
Ponce School Of Medicine	029268	Other	Pri-Ind		PR
Portland Community College	003213	2-Yr Acad	Public		OR
Portland State University	003216	Comp Ins	Public		OR
Potomac State College of West Virginia University	003829	2-Yr Acad	Public	Campus	WV
Prairie State College	001640	2-Yr Acad	Public		IL
Pratt Community College	001938	2-Yr Acad	Public		KS
Presbyterian College	003445	Gen Bac	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Spec Rel	Pri-Rel		VA
Prestonsburg Community College	029216	2-Yr Acad	Public	Campus	KY
Prince Georges Community College	002089	2-Yr Acad	Public		MD
Princeton University	002627	Doct Ins	Pri-Ind		NJ
Principia College	001744	Gen Bac	Pri-Ind		IL
Providence College	003406	Comp Ins	Pri-Rel		RI
Purdue University-Calumet	001827	Comp Ins	Public	Campus	IN
Purdue University-North Central Campus	001826	2-Yr Acad	Public	Campus	IN
Purdue University-West Lafayette	001825	Doct Ins	Public	Main	IN
Quincy College	001745	Gen Bac	Pri-Rel		IL
Quinnipiac College	001402	Gen Bac	Pri-Ind		CT
Quinsigamond Community College	002175	2-Yr Acad	Public		MA
Radford University	003732	Comp Ins	Public		VA
Ramapo College of New Jersey	009344	Gen Bac	Public		NJ
Randolph-Macon College	003734	Gen Bac	Pri-Rel		VA
Rappahannock Community College	009160	2-Yr Acad	Public		VA
Reading Area Community College	010388	2-Yr Acad	Public		PA
Red Rocks Community College	009543	2-Yr Acad	Public		CO
Reed College	003217	Gen Bac	Pri-Ind		OR
Reformed Bible College	002311	Spec Rel	Pri-Ind		MI
Reformed Theological Seminary	009193	Spec Rel	Pri-Ind		MS
Regis College	001363	Gen Bac	Pri-Rel		CO
Regis College	002206	Gen Bac	Pri-Rel		MA
Rensselaer Polytechnic Institute	002803	Doct Ins	Pri-Ind		NY
Rhode Island College	003407	Comp Ins	Public		RI
Rhode Island School of Design	003409	Other	Pri-Ind		RI
Rhodes College	003519	Gen Bac	Pri-Rel		TX
Rice University	003604	Doct Ins	Pri-Ind		TX
Rich Mountain Community College	012435	2-Yr Acad	Public		AR
Rio Grande College	003116	Gen Bac	Public		OH
Rivier College	002586	Comp Ins	Pri-Rel		NH
Roane State Community College	009914	2-Yr Acad	Public		TN
Roanoke College	003736	Gen Bac	Pri-Rel		VA
Robert Morris College	003359	Comp Ins	Pri-Ind		PA
Rochester Institute of Technology	002806	Comp Ins	Pri-Ind		NY
Rock Valley College	001747	2-Yr Acad	Public		IL
Rockford College	001748	Gen Bac	Pri-Ind		IL
Rockhurst College	002499	Other	Pri-Rel		MO
Rocky Mountain College	002534	Gen Bac	Pri-Rel		MT
Rollins College	001515	Comp Ins	Pri-Ind		FL
Rosary College	001750	Comp Ins	Pri-Rel		IL
Rose State College	009185	2-Yr Acad	Public		OK
Rose-Hulman Institute of Technology	001830	Other	Pri-Ind		IN
Rosemont College	003360	Gen Bac	Pri-Rel		PA
Rowan-Cabarrus Community College	005754	2-Yr Acad	Public	Campus	NC
Russell Sage College	002810	Comp Ins	Pri-Ind	Main	NY

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Rutgers, The State University of New Jersey Camden Campus	004741	Doct Ins	Public	Main	NJ
Sacramento City College	001233	2-Yr Acad	Public	Campus	CA
Sacred Heart University	001403	Gen Bac	Pri-Ind		CT
Saginaw Valley State University	002314	Comp Ins	Public		MI
Saint Ambrose University	001889	Gen Bac	Pri-Rel		IA
Saint Andrews Presbyterian College	002967	Gen Bac	Pri-Rel		NC
Saint Anselm College	002587	Gen Bac	Pri-Rel		NH
Saint Augustine's College	002968	Gen Bac	Pri-Rel		NC
Saint Bonaventure University	002817	Comp Ins	Pri-Rel		NY
Saint Catharine College	001983	2-Yr Acad	Pri-Rel		KY
Saint Edward's University	003621	Gen Bac	Pri-Ind		TX
Saint Francis College	002820	Gen Bac	Pri-Ind		NY
Saint John Fisher College	002821	Gen Bac	Pri-Ind		NY
Saint John's College	002092	Gen Bac	Pri-Ind	Campus	MD
Saint John's College	002093	Gen Bac	Pri-Ind	Campus	NM
Saint John's University	002379	Gen Bac	Pri-Rel		MN
Saint Joseph College	001409	Comp Ins	Pri-Ind		CT
Saint Joseph's College	001833	Gen Bac	Pri-Rel		IN
Saint Lawrence University	002829	Gen Bac	Pri-Ind		NY
Saint Leo College	001526	Gen Bac	Pri-Rel		FL
Saint Louis Community College	002469	2-Yr A Sys	Public	Office	MO
Saint Louis Community College-Florissant Valley	002470	2-Yr Acad	Public	Campus	MO
Saint Louis Community College-Forest Park	002471	2-Yr Acad	Public	Campus	MO
Saint Louis Community College-Meramec	002472	2-Yr Acad	Public	Campus	MO
Saint Louis University	002506	Doct Ins	Pri-Rel		MO
Saint Mary's College of California	001302	Comp Ins	Pri-Rel		CA
Saint Mary's College of Maryland	002095	Gen Bac	Public		MD
Saint Mary's College	001836	Gen Bac	Pri-Rel		IN
Saint Mary's College	002380	Comp Ins	Pri-Rel		MN
Saint Mary's University	003623	Comp Ins	Pri-Rel		TX
Saint Meinrad College	001837	Gen Bac	Pri-Rel		IN
Saint Michael's College	003694	Comp Ins	Pri-Rel		VT
Saint Norbert College	003892	Gen Bac	Pri-Rel		WI
Saint Olaf College	002382	Gen Bac	Pri-Rel		MN
Saint Paul School of Theology	002509	Spec Rel	Pri-Rel		MO
Saint Peter's College	002638	Gen Bac	Pri-Ind		NJ
Saint Thomas Aquinas College	002832	Gen Bac	Pri-Ind		NY
Saint Vincent College	003368	Gen Bac	Pri-Rel		PA
Saint Xavier College	001768	Gen Bac	Pri-Rel		IL
Salem College	002960	Gen Bac	Pri-Rel		NC
Salem State College	002188	Comp Ins	Public		MA
Salisbury State University	002091	Comp Ins	Public		MD
Salish Kootenai College	029224	2-Yr Acad	Pri-Ind		MT
Salt Lake Community College	005220	2-Yr Acad	Public		UT
Sam Houston State University	003606	Doct Ins	Public	Campus	TX
Samford University	001036	Comp Ins	Pri-Rel		AL
San Diego State University Foundation	SND921	Other	Pri-Ind		CA
San Diego State University	001151	Comp Ins	Public	Campus	CA
San Juan College	002660	2-Yr Acad	Public		NM
Sangamon State University	009333	Comp Ins	Public	Campus	IL
Santa Clara University	001326	Comp Ins	Pri-Ind		CA
Santa Fe Community College	022781	2-Yr Acad	Public		NM
Sauk Valley Community College	001752	2-Yr Acad	Public		IL
Savannah State College	001590	Comp Ins	Public	Campus	GA
Schoolcraft College	002315	2-Yr Acad	Public		MI
Scripps College	001174	Gen Bac	Pri-Ind		CA
Seattle Community College District	010106	2-Yr A Sys	Public	Campus	WA
Seattle Pacific University	003788	Comp Ins	Pri-Rel		WA
Seattle University	003790	Comp Ins	Pri-Ind		WA
Seminole Community College	001520	2-Yr Acad	Public	Main	FL
Seminole Junior College	003178	2-Yr Acad	Public		OK
Seton Hall University	002632	Comp Ins	Pri-Rel	Main	NJ
Seton Hill College	003362	Gen Bac	Pri-Rel		PA
Shaw University	002962	Gen Bac	Pri-Rel	Main	NC

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Shawnee State University	012748	2-Yr Acad	Public		OH
Shelby State Community College	010439	2-Yr Acad	Public		TX
Shenandoah College & Conservatory	003737	Gen Bac	Pri-Rel		VA
Sheridan College	003930	2-Yr Acad	Public		WY
Shippensburg University	003326	Comp Ins	Public		PA
Siena College	002816	Other	Pri-Ind		NY
Siena Heights College	002316	Gen Bac	Pri-Rel		MI
Sierra Community College	001290	2-Yr Acad	Public		CA
Simpson College	001291	Gen Bac	Pri-Rel		CA
Simpson College	001887	Gen Bac	Pri Ind		IA
Sinclair Community College	003119	2-Yr Acad	Public		OH
Sioux Falls College	003469	Comp Ins	Pri-Rel		SD
Skidmore College	002814	Gen Bac	Pri-Ind		NY
Snow College	003679	2-Yr Acad	Public		UT
Solano County Community College District	001292	2-Yr A Sys	Public		CA
South Carolina State Board for Tech & Comprehensive Educn	909206	2-Yr N Sys	Public	Office	SC
South Dakota State University	003471	Comp Ins	Public		SD
South Georgia College	001592	2-Yr Acad	Public	Campus	GA
South Puget Sound Community College	005372	Spec Rel	Public		WA
Southeast Missouri State University	002501	Comp Ins	Public	Office	MO
Southeastern Louisiana University	002024	Comp Ins	Public		LA
Southeastern Massachusetts University	002210	Comp Ins	Public		MA
Southeastern Oklahoma State University	003179	Comp Ins	Public		OK
Southeastern University	001456	Comp Ins	Pri-Ind		DC
Southern Arkansas University	001107	Gen Bac	Public	Main	AR
Southern Baptist College	001106	2-Yr Acad	Pri-Rel		AR
Southern California College	001293	Gen Bac	Pri-Rel		CA
Southern College of Technology	001570	Other	Public		GA
Southern Connecticut State University	001406	Comp Ins	Public	Campus	CT
Southern Illinois University-Carbondale	001758	Doct Ins	Public	Main	IL
Southern Illinois University-Edwardsville	001759	Comp Ins	Public		IL
Southern Maine Technical College	005525	2-Yr Acad	Public	Campus	ME
Southern Methodist University	003613	Doct Ins	Pri-Ind		TX
Southern Seminary College	003738	2-Yr Acad	Pri-Ind		VA
Southern State Community College	012870	2-Yr Acad	Public		OH
Southern University & Agricultural & Mechanical College	009636	Other	Public	Campus	LA
Southern Utah State College	003678	Gen Bac			UT
Southern West Virginia Community College	003816	2-Yr Acad	Public	Office	WV
Southwest Missouri State University	002503	Comp Ins	Public		MO
Southwest State Technical College	005247	Other	Public		AL
Southwest Texas State University	003615	Comp Ins	Public	Campus	TX
Southwest Virginia Community College	007260	2-Yr Acad	Public		VA
Southwestern Assemblies of God College	003616	Gen Bac	Pri-Rel		TX
Southwestern Baptist Theological Seminary	003617	Spec Rel	Pri-Rel		TX
Southwestern University School of Law	001295	Law School	Pri-Ind		CA
Southwestern University	003620	Gen Bac	Pri-Rel		TX
Spalding University	001960	Comp Ins	Pri-Ind		KY
Spartanburg Technical College	003994	2-Yr Acad	Public		SC
Spring Arbor College	002318	Gen Bac	Pri-Rel		MI
Spring Hill College	001041	Gen Bac	Pri-Ind		AL
Springfield College	002211	Comp Ins	Pri-Ind		MA
Springfield-Technical Community College	008078	2-Yr Acad	Public		MA
Stanford University	001305	Doct Ins	Pri-Ind		CA
Stark Technical College	010881	2-Yr Acad	Public		OH
State Technical Institute-Memphis	007105	2-Yr Acad	Public		TN
State University & Community College System	029031	Other	Public	Office	TN
State University System of Florida-System Office	008068	Other	Public	Office	FL
State University of New York-A & T College at Morrisville	002859	2-Yr Acad	Public		NY
State University of New York-Albany	002835	Doct Ins	Public	Office	NY
State University of New York-Binghampton	002836	Doct Ins	Public	Campus	NY
State University of New York-Buffalo	002837	Doct Ins	Public	Campus	NY
State University of New York-Central Administration	002834	Other	Public	Office	NY
State University of New York-College at Brockport	002841	Comp Ins	Public	Campus	NY
State University of New York-College at Buffalo	002842	Comp Ins	Public	Campus	NY

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
State University of New York-College at Cortland	002843	Comp Ins	Public	Campus	NY
State University of New York-College at Fredonia	002844	Comp Ins	Public	Campus	NY
State University of New York-College at Geneseo	002845	Comp Ins	Public	Campus	NY
State University of New York-College at Old Westbury	007109	Gen Bac	Public	Campus	NY
State University of New York-College at Plattsburgh	002849	Comp Ins	Public	Campus	NY
State University of New York-College at Potsdam	002850	Comp Ins	Public	Campus	NY
State University of New York-College of A & T-Cobleskill	002856	2-Yr Acad	Public	Campus	NY
State University of New York-College of Env. Sci. & Forestry	002851	Other	Public	Campus	NY
State University of New York-College of Technology-Canton	002855	2-Yr Acad	Public	Campus	NY
State University of New York-Downstate Medical Center	002839	Med Relat	Public	Campus	NY
State University of New York-Empire State College	010286	Comp Ins	Public	Campus	NY
State University of New York-Health Science Center-Syracuse	002840	Medical	Public	Campus	NY
State University of New York-Inst. of Tech. at Utica-Rome	006792	Comp Ins	Public	Campus	NY
State University of New York-Maritime College	002853	Gen Bac	Public	Campus	NY
State University of New York-Stony Brook	002838	Doct Ins	Public	Campus	NY
Stephen F. Austin State University	003624	Comp Ins	Public		TX
Stephens College	002512	Gen Bac	Pri-Ind		MO
Stevens Institute of Technology	002639	Other	Pri-Ind		NJ
Stillman College	001044	Gen Bac	Public		AL
Stockton State College	009345	Gen Bac	Public		NJ
Suffolk University	002218	Comp Ins	Pri-Ind		MA
Summit Christian College	001797	Gen Bac	Pri-Rel		IN
Sumter Area Technical College	003995	2-Yr Acad	Public		SC
Suomi College	002322	2-Yr Acad	Pri-Rel		MI
Susquehanna University	003369	Gen Bac	Pri-Rel		PA
Swarthmore College	003370	Gen Bac	Pri-Ind		PA
Sweet Briar College	003742	Gen Bac	Pri-Ind		VA
Syracuse University	002882	Doct Ins	Pri-Ind		NY
Tacoma Community College	003796	2-Yr Acad	Public		WA
Tarleton State University	003631	Comp Ins	Public	Campus	TX
Tarrant County Junior College District	008898	2-Yr Acad	Public	Office	TX
Taylor University	001838	Gen Bac	Pri-Ind		IN
Temple University	003371	Doct Ins	Public	Main	PA
Tennessee Higher Education Commission	TNN372	2-Yr N Sys	Public		TN
Tennessee State University	003522	Comp Ins	Public		TN
Tennessee Technological University	003523	Comp Ins	Public		TN
Tennessee Temple University	003524	Gen Bac	Pri-Rel		TN
Tennessee Wesleyan College	003525	2-Yr Acad	Pri-Rel		TN
Terra Technical College	008278	2-Yr Acad	Public		OH
Texas A & M University-College Station	010366	Doct Ins	Public		TX
Texas A & M University-Engineering Program Office	TXS778	Other	Public	Campus	TX
Texas A & M University-System	003629	Other	Public	Office	TX
Texas Christian University	003636	Comp Ins	Pri-Rel		TX
Texas Tech University	003644	Doct Ins	Public		TX
Texas Tech University-Health Science Center	010674	Other	Public	Office	TX
Texas Women's University	003646	Doct Ins	Public		TX
Thiel College	003376	Gen Bac	Pri-Rel		PA
Thomas A. Edison State College	011648	Gen Bac			NJ
Thomas M. Cooley Law School	012627	Law School	Pri-Ind		MI
Thomas More College	002001	Gen Bac	Pri-Ind		KY
Thomas Nelson Community College	006871	2-Yr Acad	Public	Campus	VA
Tidewater Community College	003712	2-Yr Acad	Public	Campus	VA
Tompkins Cortland Community College	006788	2-Yr Acad	Public		NY
Towson State University	002099	Comp Ins	Public	Campus	MD
Transylvania University	001987	Gen Bac	Pri-Ind		KY
Treasures Valley Community College	003221	2-Yr Acad	Public		OR
Tri-Cities State Technical Institute	029260	2-Yr Acad	Public		TN
Tri-State University	001839	Gen Bac	Pri-Ind		IN
Trident Technical College	008818	2-Yr Acad	Public		CA
Trinidad State Junior College	001368	2-Yr Acad	Public	Campus	CO
Trinity Bible College	012059	Spec Rel	Pri-Rel		ND
Trinity University	003647	Comp Ins	Pri-Ind		TX
Tufts University	002219	Doct Ins	Pri-Ind		MA
Tulane University of Louisiana	002029	Doct Ins	Pri-Ind		LA

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Tulsa Junior College	009763	2-Yr Acad	Public		OK
Tunxis Community College	009764	2-Yr Acad	Public	Campus	CT
Tusculum College	003527	Gen Bac	Pri-Rel		TN
Ulster County Community College	002880	2-Yr Acad	Public	Campus	NY
Uniform Services University of the Health Sciences	029169	Other			MD
Union College	002563	Other	Pri-Rel		NE
Union College	002889	Other	Pri-Ind		NY
Union County College	029328	2-Yr Acad	Public		NJ
Union Institute	010923	Other	Pri-Ind		OH
Union Theological Seminary	002890	Spec Rel	Pri-Rel		NY
Union Theological Seminary	003743	Spec Rel	Pri-Rel		VA
United States Sports Academy	029274	Other	Pri-Ind		AL
University of Akron	003123	Doct Ins	Public	Main	OH
University of Alabama-Birmingham	001052	Doct Ins	Public	Campus	AL
University of Alabama-Huntsville	001055	Comp Ins	Public	Campus	AL
University of Alabama-Main Campus	001051	Doct Ins	Public	Campus	AL
University of Alabama-System	008004	Other	Public	Office	AL
University of Alaska-Southeast Juneau Campus	011463	Comp Ins	Public	Campus	AK
University of Alaska-System	008005	Comp Ins	Public	Office	AK
University of Arizona	001083	Doct Ins	Public		AZ
University of Arkansas-Fayetteville	001108	Doct Ins	Public	Main	AR
University of Arkansas-Little Rock	001101	Comp Ins	Public	Campus	AR
University of Arkansas-Medical School	001109	Medical	Public	Campus	AR
University of Arkansas-Pine Bluff	001086	Gen Bac	Public	Campus	AR
University of Baltimore	002102	Comp Ins	Public	Campus	MD
University of Bridgeport	001416	Comp Ins	Pri-Ind		CT
University of California-Berkeley	001312	Doct Ins	Public		CA
University of California-San Diego	001317	Doct Ins	Public	Campus	CA
University of California-San Francisco	001319	Medical	Public	Campus	CA
University of California-Santa Cruz	001321	Doct Ins	Public	Campus	CA
University of Central Arkansas	001092	Comp Ins	Public		AR
University of Central Florida	003954	Comp Ins	Public		FL
University of Central Texas	011854	Comp Ins	Pri-Ind		TX
University of Chicago	001774	Doct Ins	Pri-Ind		IL
University of Cincinnati	003125	Doct Ins	Public	Main	OH
University of Colorado-Denver	006740	Comp Ins	Public	Campus	CO
University of Colorado-Health Sciences Center	004508	Medical	Public	Campus	CO
University of Colorado-System	007996	Other	Public	Office	CO
University of Connecticut	029013	Doct Ins	PublilIc		CT
University of Dallas	003651	Comp Ins	Pri-Rel		TX
University of Dayton	003127	Comp Ins	Pri-Rel		OH
University of Delaware	001431	Doct Ins	Public		DE
University of Denver	001371	Doct Ins	Pri-Ind		CO
University of Detroit	002323	Doct Ins	Pri-Ind		MI
University of Dubuque	001891	Gen Bac	Pri-Rel		IA
University of Evansville	001795	Comp Ins	Pri-Rel		IN
University of Florida	001535	Doct Ins	Public	Campus	FL
University of Georgia	001598	Doct Ins	Public	Campus	GA
University of Hartford	001422	Comp Ins	Pri-Ind		CT
University of Hawaii-Hilo	029020	Gen Bac	Public	Campus	HI
University of Hawaii-Honolulu Community College	001612	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kapiolani Community College	001613	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kauai Community College	001614	2-Yr Acad	Public	Campus	HI
University of Hawaii-Leeward Community College	004549	2-Yr Acad	Public	Campus	HI
University of Hawaii-Manoa	001610	Doct Ins	Public	Main	HI
University of Hawaii-Systems	007885	Other	Public	Office	HI
University of Hawaii-West Oahu College	029102	Gen Bac	Public	Campus	HI
University of Hawaii-Windward Community College	010390	2-Yr Acad	Public	Campus	HI
University of Health Science-Chicago Medical School	001659	Medical	Pri-Ind		IL
University of Houston	003652	Doct Ins	Public	Campus	TX
University of Houston-Clear Lake	011711	Comp Ins	Public	Campus	TX
University of Houston-Victoria	013231	Comp Ins	Public	Campus	TX
University of Idaho	001626	Doct Ins	Public	Main	IA
University of Illinois-Central Office	008001	Other	Public	Office	IL

APPENDIX A

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Illinois-Chicago	001776	Doct Ins	Public	Campus	IL
University of Illinois-College of Medicine-Peoria	NVR616	Medical	Public	Campus	IL
University of Illinois-Urbana	001775	Doct Ins	Public	Campus	IL
University of Iowa	001892	Doct Ins	Public		IA
University of Kansas-Lawrence	001948	Doct Ins	Public	Main	KS
University of Kansas-Medical Center	004605	Medical	Public	Campus	KS
University of Kentucky	001989	Doct Ins	Public		KY
University of La Verne	001216	Comp Ins	Pri-Ind		CA
University of Louisville	001999	Doct Ins	Public		KY
University of Lowell	002161	Comp Ins	Public		MA
University of Maine	002053	Comp Ins	Public	Main	ME
University of Maine-Fort Kent	002041	Gen Bac	Public	Campus	ME
University of Maine-Machias	002055	Gen Bac	Public	Campus	ME
University of Maine-Presque Isle	002033	Gen Bac	Public	Campus	ME
University of Maine-System	008012	Other	Public	Office	ME
University of Mary Hardin-Baylor	003588	Gen Bac	Pri-Rel		TX
University of Maryland	007959	Other	Public	Office	MD
University of Maryland-Baltimore County	002105	Comp Ins	Public	Campus	MD
University of Maryland-Baltimore	002104	Medical	Public	Campus	MD
University of Maryland-College Park	002103	Doct Ins	Public	Campus	MD
University of Massachusetts-Amherst	002221	Doct Ins	Public	Main	MA
University of Massachusetts-Central Office	008017	Other	Public	Office	MA
University of Massachusetts-Harbor Campus	002222	Doct Ins	Public	Campus	MA
University of Massachusetts-Medical Center	009756	Medical	Public	Campus	MA
University of Medicine & Dentistry of New Jersey	002620	Medical	Public		NJ
University of Miami	001536	Doct Ins	Pri-Ind		FL
University of Michigan-Ann Arbor	009092	Doct Ins	Public	Main	MI
University of Minnesota	003969	Doct Ins	Public	Office	MN
University of Minnesota-Morris	002389	Gen Bac	Public	Campus	MN
University of Mississippi	002440	Doct Ins	Public	Main	MS
University of Mississippi-Medical Center	004688	Medical	Public	Campus	MS
University of Missouri-Columbia	002516	Doct Ins	Public	Campus	MO
University of Missouri-Kansas City	002518	Doct Ins	Public	Campus	MO
University of Missouri-Rolla	002517	Other	Public	Campus	MO
University of Missouri-St. Louis	002519	Comp Ins	Public	Campus	MO
University of Missouri-System	002515	Other		Office	MO
University of Montana	002536	Comp Ins	Public		MT
University of Nebraska-Lincoln	002565	Doct Ins	Public	Campus	NE
University of Nebraska-Medical Center	006895	Medical	Public	Campus	NE
University of Nebraska-Omaha	002554	Comp Ins	Public	Campus	NE
University of Nebraska-System	008025	Other	Public	Office	NE
University of Nevada-Las Vegas	002569	Comp Ins	Public	Campus	NV
University of Nevada-Reno	002568	Doct Ins	Public		NV
University of New England	002050	Comp Ins	Pri-Ind		ME
University of New Hampshire-Durham	002589	Doct Ins	Public	Campus	NH
University of New Hampshire-System	008027	Other	Public	Office	NH
University of New Haven	001397	Comp Ins	Pri-Ind		CT
University of New Mexico	010313	Doct Ins	Public		NM
University of North Alabama	001016	Comp Ins	Public		AL
University of North Carolina	002974	Doct Ins	Public	Campus	NC
University of North Carolina-Charlotte	002975	Comp Ins	Public	Campus	NC
University of North Carolina-Greensboro	002976	Doct Ins	Public	Campus	NC
University of North Carolina-Wilmington	002984	Comp Ins	Public	Campus	NC
University of North Dakota	003005	Doct Ins	Public		ND
University of North Florida	009841	Comp Ins	Public		FL
University of North Texas	003594	Doct Ins	Public		TX
University of Northern Colorado	001349	Doct Ins	Public		CO
University of Northern Iowa	001890	Comp Ins	Public		IA
University of Notre Dame	001840	Doct Ins	Pri-Rel		IN
University of Oklahoma-Health Science Center	005889	Medical	Public	Campus	OK
University of Oklahoma-Norman	003184	Doct Ins	Public	Main	OK
University of Oregon	003223	Doct Ins	Public		OR
University of Pennsylvania	003378	Doct Ins	Pri-Ind		PA
University of Portland	003224	Comp Ins	Pri-Rel		OR

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Puerto Rico-Mayaguez Campus	003944	Comp Ins		Main	PR
University of Puget Sound	003797	Comp Ins	Pri-Ind		WA
University of Redlands	001322	Other	Pri-Ind		CA
University of Rhode Island	003414	Doct Ins	Public		RI
University of Richmond	003744	Comp Ins	Pri-Rel		VA
University of Rochester	002894	Doct Ins	Pri-Ind		NY
University of San Diego	010395	Comp Ins	Pri-Ind		CA
University of San Francisco	001325	Comp Ins	Public		CA
University of Scranton	003384	Comp Ins	Pri-Rel		PA
University of South Alabama	001057	Comp Ins	Public		AL
University of South Carolina	003448	Doct Ins	Public	Office	SC
University of South Carolina-Coastal Carolina College	003451	Gen Bac	Public	Campus	SC
University of South Carolina-Spartansburg	006951	Gen Bac	Public	Campus	SC
University of South Dakota	010300	Doct Ins	Public		SD
University of South Florida	001537	Doct Ins	Public	Campus	FL
University of Southern Colorado	001365	Gen Bac	Public		CO
University of Southern Indiana	001808	Gen Bac	Public		IN
University of Southern Maine	009762	Comp Ins	Public	Campus	ME
University of Steubenville	003036	Gen Bac	Pri-Rel		OH
University of Tennessee-Chattanooga	003529	Comp Ins	Public	Campus	TN
University of Tennessee-Knoxville	003530	Doct Ins	Public	Campus	TN
University of Tennessee-Martin	003531	Comp Ins	Public	Campus	TN
University of Tennessee-Memphis	006725	Medical	Public	Campus	TN
University of Tennessee-System	008051	Other	Public	Office	TN
University of Texas Medical Branch	004952	Medical	Public	Campus	TX
University of Texas at Dallas	009741	Doct Ins	Public	Campus	TX
University of Texas at Tyler	011163	Comp Ins	Public	Campus	TX
University of Texas-Arlington	003656	Comp Ins	Public	Campus	TX
University of Texas-Health Science Center	003659	Medical	Public	Campus	TX
University of Texas-Institute of Texas Cultures	NVR782	Other	Public	Campus	TX
University of Texas-MD Anderson Cancer Center	NVR770	Medical	Public	Campus	TX
University of Texas-System	003655	Other	Public	Office	TX
University of Toledo	003131	Doct Ins	Public		OH
University of Tulsa	003185	Comp Ins	Pri-Ind		OK
University of Utah	003675	Doct Ins	Public		UT
University of Vermont	003696	Doct Ins	Public		VT
University of Virginia	006968	Doct Ins	Public		VA
University of West Florida	003955	Comp Ins	Public		FL
University of West Virginia-College of Graduate Studies	006869	Other	Public		WV
University of Wisconsin-Green Bay	003899	Comp Ins	Public	Campus	WI
University of Wisconsin-La Crosse	003919	Comp Ins	Public	Campus	WI
University of Wisconsin-Milwaukee	003896	Doct Ins	Public	Campus	WI
University of Wisconsin-Oshkosh	009630	Comp Ins	Public	Campus	WI
University of Wisconsin-Superior	003925	Comp Ins	Public	Campus	WI
University of Wisconsin-System	003894	Other	Public	Office	WI
University of Wyoming	003932	Doct Ins	Public		WY
University of the Arts	003350	Other	Pri-Ind		PA
University of the Ozarks	001094	Gen Bac	Pri-Ind		AR
University of the Pacific	001329	Doct Ins	Pri-Ind	Main	CA
University of the South	003534	Gen Bac	Pri-Rel		TN
Upper Iowa University	001893	Gen Bac	Pri-Ind		IA
Ursinus College	003385	Gen Bac	Pri-Ind		PA
Ursuline College	003134	Gen Bac	Pri-Rel		OH
Utah State Board of Regents	STT841	2-Yr N Sys	Public	Office	UT
Utah Valley Community College	004027	2-Yr Acad	Public		UT
Valdosta State College	001599	Comp Ins	Public	Campus	GA
Valencia Community College	006750	2-Yr Acad	Public		FL
Valley City State University	003008	Gen Bac	Public		ND
Valley Forge Christian College	003306	Gen Bac	Pri-Rel		PA
Valley Forge Military Junior College	003386	2-Yr Acad	Pri-Ind		PA
Valparaiso University	001842	Comp Ins	Pri-Rel		IN
Vanderbilt University	003535	Doct Ins	Pri-Ind		TN
Vassar College	002895	Gen Bac	Pri-Ind		NY
Vermont State College	029162	Other	Public	Office	VT

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Vermont Technical College	003698	2-Yr Acad	Public	Campus	VT
Vernon Regional Junior College	010060	2-Yr Acad	Public		TX
Villanova University	003388	Comp Ins	Pri-Rel		PA
Vincennes University	001843	2-Yr Acad	Public	Main	IN
Virginia Commonwealth University	003735	Doct Ins	Public		VA
Virginia Community College System	008904	2-Yr A Sys	Public	Office	VA
Virginia Polytechnic Institute & State University	003754	Doct Ins	Public		VA
Viterbo College	003911	Gen Bac	Pri-Rel		WI
Volunteer State Community College	009912	2-Yr Acad	Public	Campus	TN
Wagner College	002899	Comp Ins	Pri-Ind		NY
Wake Forest University	002978	Comp Ins	Pri-Ind		NC
Waldorf College	001895	2-Yr Acad	Pri-Rel		IA
Walla Walla Community College	005006	2-Yr Acad	Public	Main	WA
Walsh College	004071	Other	Pri-Ind		MI
Walters State Community College	008863	2-Yr Acad	Public		TN
Warren Wilson College	002979	Gen Bac	Pri-Rel		NC
Wartburg College	001896	Gen Bac	Pri-Rel		IA
Wartburg Theological Seminary	001897	Spec Rel	Pri-Rel		IA
Washburn University of Topeka	001949	Gen Bac	Public		KS
Washington Bible College	001462	Gen Bac	Pri-Ind		MD
Washington College	002108	Gen Bac	Pri-Ind		MD
Washington County Technical College	WSH046	2-Yr Acad	Public	Campus	ME
Washington State University	003800	Doct Ins	Public	Main	WA
Washington Theological Union	010065	Spec Rel	Pri-Rel		MD
Washington University School of Medicine	WSH631	Medical	Pri-Ind	Campus	MO
Washington University	002520	Doct Ins	Pri-Ind		MO
Washington and Jefferson College	003389	Gen Bac	Pri-Ind		PA
Washington and Lee University	003768	Gen Bac	Pri-Ind		VA
Washtenaw Community College	002328	2-Yr Acad	Public		MI
Waubonsee Community College	006931	2-Yr Acad	Public		IL
Wayne State College	002566	Gen Bac	Public		NE
Wayne State University	002329	Doct Ins	Public		MI
Waynesburg College	003391	Gen Bac	Pri-Rel		PA
Weber State College	003680	Gen Bac	Public		UT
Wellesley College	002224	Gen Bac	Pri-Ind		MA
Wells College	002901	Gen Bac	Pri-Ind		NY
Wenatchee Valley College	003801	2-Yr Acad	Public	Main	WA
Wentworth Institute of Technology	029099	Gen Bac	Pri-Ind		MA
Wesley College	001433	Gen Bac	Pri-Rel		DE
Wesleyan University	001424	Comp Ins	Pri-Ind		CT
West Chester University	003328	Comp Ins	Public	Campus	PA
West Coast University	008716	Other	Pri-Ind	Office	CA
West Georgia College	001601	Comp Ins	Public		GA
West Hills Community College	001176	2-Yr Acad	Public		CA
West Shore Community College	007950	2-Yr Acad	Public		MI
West Texas State University	003665	Comp Ins	Public		TX
West Virginia School of Osteopathic Medicine	011245	Medical	Public		WV
West Virginia University	003827	Doct Ins	Public	Main	WV
West Virginia Wesleyan College	003830	Gen Bac	Pri-Rel		WV
Western Baptist College	001339	Gen Bac	Pri-Rel		OR
Western Carolina University	002981	Comp Ins	Public	Campus	NC
Western Connecticut State University	001380	Comp Ins	Public	Campus	CT
Western Illinois University	001780	Comp Ins	Public	Campus	IL
Western Kentucky University	002002	Comp Ins	Public		KY
Western Maryland College	002109	Comp Ins	Pri-Ind		MD
Western Michigan University	002330	Doct Ins	Public		MI
Western Montana College	002537	Other	Public	Campus	MT
Western Nebraska Community College	002560	2-Yr Acad	Public	Office	NE
Western Nevada Community College	010363	2-Yr Acad	Public	Campus	NV
Western New England College	002226	Comp Ins	Pri-Ind		MA
Western Oklahoma State College	003146	2-Yr Acad	Public		OK
Western Oregon State College	003209	Other	Public	Campus	OR
Western State College	001372	Comp Ins	Public		CO
Western Texas College	009549	2-Yr Acad	Public		TX

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Western Washington University	003802	Comp Ins	Public		WA
Western Wyoming Community College	003933	2-Yr Acad	Public		WY
Westmar College	001899	Gen Bac	Pri-Rel		IA
Westminster College	003392	Gen Bac	Pri-Rel		PA
Westminster College	003681	Gen Bac	Pri-Ind		UT
Westminster Theological Seminary	003393	Spec Rel	Pri-Ind		PA
Westmont College	001341	Gen Bac	Pri-Ind		CA
Westmoreland County Community College	010176	2-Yr Acad	Public		PA
Weston School of Theology	029254	Spec Rel	Pri-Rel		MA
Whatcom Community College	010364	2-Yr Acad	Public		WA
Wheaton College	001781	Comp Ins	Pri-Rel		IL
Wheaton College	002227	Comp Ins	Pri-Ind		MA
Wheeling College	003831	Gen Bac	Pri-Rel		WV
Wheelock College	002228	Comp Ins			MA
Whitman College	003803	Gen Bac	Pri-Ind		WA
Whittier College	001342	Gen Bac	Pri-Ind		CA
Whitworth College	003804	Comp Ins	Pri-Rel		WA
Wichita State University	001950	Doct Ins	Public		KS
Widener University	003313	Comp Ins	Pri-Ind	Office	PA
Wiley College	003669	Gen Bac	Pri-Rel		TX
Wilkes College	003394	Comp Ins	Pri-Ind		PA
Willamette University	003227	Gen Bac	Pri-Ind		OR
William Jennings Bryan College	003536	Gen Bac	Pri-Ind		TN
William Jewell College	002524	Gen Bac	Pri-Rel		MO
William Penn College	001900	Gen Bac	Pri-Rel		IA
William Rainey Harper College	003961	2-Yr Acad	Public		IL
Williamsburg Technical College	009322	2-Yr Acad	Public	Campus	SC
Williamsport Area Community College	003395	2-Yr Acad	Public		PA
Wilmington College	003142	Gen Bac	Pri-Rel		OH
Wilmington College	007948	Gen Bac	Pri-Ind		DE
Wingate College	002985	Gen Bac	Pri-Rel		NC
Winona State University	002394	Comp Ins	Public	Campus	MN
Winthrop College	003456	Comp Ins	Public		SC
Wittenberg University	003143	Gen Bac	Pri-Rel		OH
Wood Junior College	002448	2-Yr Acad	Pri-Rel		MS
Woodbury University	001343	Other	Pri-Ind		CA
Worcester Polytechnic Institute	002233	Other	Pri-Ind		MA
Worcester State College	002190	Other	Public		MA
Wright State University	009168	Doct Ins	Public	Office	OH
Wytheville Community College	003761	2-Yr Acad	Public	Campus	VA
Xavier University	003144	Comp Ins	Pri-Rel		OH
Yakima Valley Community College	003805	2-Yr Acad	Public		WA
Yale University	001426	Doct Ins	Pri-Ind		CT
Yavapai College	001079	2-Yr Acad	Public	Main	AZ
Youngstown State University	003145	Comp Ins	Public		OH

SPECIAL STUDY ORDER FORM

APPENDIX B

Instructions: (NOTE: follow each of these steps to avoid delay in processing your order.)

1. Read through entire form.
2. Print clearly or type all information.
3. Use a separate form for each report ordered.
4. Forward all requests to: CUPA, 1233 20th Street, NW, Suite 503, Washington, DC 20036. Phone (202) 429-0311, FAX (202) 429-0149.
5. Payment or Purchase Order must accompany all orders. Non-members of CUPA must send payment with the order.
6. Please contact the CUPA national office if you have any questions, (202) 429-0311.

Profile:

Name_______________________________________Title_______________________________

Institution____

Phone ( )_______________________________________ FAX ( )_____________________

Mailing Address____

City, State, Zip____

Did your institution participate in the 1989-90 survey? ☐ Yes ☐ No
Is your institution a member of CUPA? ☐ Yes ☐ No
Have you ever ordered a Special Study before? ☐ Yes ☐ No

Fees:

$200 - CUPA members who participated in the 1989-90 study;
$275 - CUPA members who did not participate in the 1989-90 study and non-members who did participate;
$350 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
$500 - All others.

Delivery:

Please check how you would like your special study returned:

___ via FAX—five working day turn around ($5.00 charge-does not include data display #3)
___ via Federal Express—seven working day turn around ($19.00 charge)
___ via first class mail—ten to twelve working day turn around

Types of Data Displays: (Check only one. Use a separate form for each additional display ordered.)

___1. Salary display with median and mean data. Will also include (please check) ___percentile data ___quartile data ___both. (NOTE: percentile data—20%, 40%, 60%, 80%, quartile data—25%, 50%, 75%)
___2. Salary display with years-of-service data. Will display data by (please check one) ___percentiles or ___quartiles.
___3. Listing of individual salaries by position (mean salary provided).
___4. Comparative data display which includes salary data for minority/nonminority and male/female. This display also includes the number of minority/nonminority and male/female reported for each position.
___5. Other. Please specify on a separate sheet of paper (additional costs may be incurred).

DATA DISKETTES (NOTE: The information provided on the diskette is masked and adheres to the strict policy on confidentiality that has been adopted by CUPA—data diskettes will only be made available to higher education institutions.)

Four tables found in the *1989-90 Administrative Compensation Survey* data are available on 5 $^{1/4}$ inch, double sided, double density IBM DOS compatible diskettes. The diskettes will contain the following information:

- Budget by quartile
- Enrollment by quartile
- Source of support
- Structure
- Position number
- Annualized salary by position

The following tables from the *1989-90 Administrative Compensation Survey* are also available on diskette: (Please check only one diskette type. Use a separate form for each diskette ordered.)

_____ Table 9 - Doctoral Level Institutions
_____ Table 10 - Comprehensive Institutions
_____ Table 11 - General Baccalaureate Institutions
_____ Table 12 - Two Year Institutions

_____ Also available on diskette is data display number 3 - Listing of individual salaries by position. This will include salaries reported by position for the institution or parameters that you select in Sections I or II.

NOTE: To receive a diskette, you must sign below:

It is my understanding that the *1989-90 Administrative Compensation Survey* data information received from the College and University Personnel Association is copyrighted and it will be used expressly for informational purposes only by my institution. It is understood that the diskette and/or copies of the diskette or information contained therein will not be made available to other institutions, branch campuses of my institution, other offices, or individuals not authorized by the College and University Personnel Association.

Name and Institution (please print)

Signature on Behalf of Institution

Date

If you wish to receive data displays based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. DO NOT COMPLETE BOTH SECTIONS unless you want to base your search on both an institutional list and a characteristics list.

Section I

Please answer only those questions which pertain to your request--you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (Check as many as desired)

A. ☐ A single institution
B. ☐ An administrative office of a system
C. ☐ A main campus of a system
D. ☐ A campus within a system

2. CLASSIFICATION (for further classification, see Appendix C.) Please check either NCES or Carnegie, not both.

NCES (check as many as desired)
A. ☐ Doctoral Institution (Class I)
B. ☐ Comprehensive Institution (Class IIA)
C. ☐ General Baccalaureate Institution (Class IIB)
D. ☐ Two-Year Institutions with Academic Rank (Class III)

CARNEGIE CLASSIFICATION _________(Please specify code from Appendix C)

3. SOURCE OF SUPPORT (Check as many as desired)

A. ☐ Public
B. ☐ Private, religious group affiliated
C. ☐ Private, independent

4. EDUCATION AND GENERAL BUDGET (Specify number OR range)

A. Less than $__________
B. More than $__________
C. Between $_________ and $_________

5. FTE ENROLLMENT (specify number OR range)

A. Less than __________
B. More than __________
C. Between _________ and _________

6. GEOGRAPHIC AREA

States (Please do not abbreviate)

Section II

Please use a separate sheet of paper.

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1989-90 Administrative Compensation Survey. Please see Appendix, "Responding Institutions," to ensure that the desired institutions participated. To maintain confidentiality of the data, if fewer than four salaries are reported, we will not include salary information. Please choose 8 or more institutions and list on a separate sheet of paper the institutional name, campus (if applicable), state, and the FICE Code. Your institution's data will be included only if specifically requested.

Mail this form and a check or purchase order to: **CUPA, 1233 20th St., N.W., Suite 503, Washington, D.C. 20036, FAX (202) 429-0149. Please use a separate form for each study ordered.**

APPENDIX C

CARNEGIE CLASSIFICATION AND NCES CODES

A Classification of Institutions of Higher Education Definitions

The 1987 Carnegie classification includes all colleges and universities in the United States listed in the 1985-86 *Higher Education General Information Survey of Institutional Characteristics.* It groups institutions into categories on the basis of the level of degree offered--ranging from prebaccalaureate to the doctorate--and the comprehensiveness of their missions. The categories are as follows:

Carnegie Code	
11	**Research Universities I**: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree and give high priority to research. They receive annually at least $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.
12	**Research Universities II**: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.
13	**Doctorate-Granting Universities I**: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.
14	**Doctorate-Granting Universities II**: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.
21	**Comprehensive Universities and Colleges I**: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 full-time students.
22	**Comprehensive Universities and Colleges II**: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 full-time students.
31	**Liberal Arts Colleges I**: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.
32	**Liberal Arts Colleges II**: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.
40	**Two-Year Colleges and Institutes**: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field. Specialized institutions include:

51 **Theological Seminaries, Bible Colleges and Other Institutions Offering Degrees in Religion.** This category includes institutions where the primary purpose of the institution is to offer religious instruction or train members of the clergy.

52 **Medical schools and medical centers.** These institutions award most of their professional degrees in medicine. In some instances, their programs include other health professional schools, such as dentistry, pharmacy, or nursing.

53 **Other separate health profession schools.** Institutions in this category award most of their degrees in such fields as chiropractory, pharmacy, or podiatry.

54 **Schools of engineering and technology.** The institutions in this category award at least a bachelor's degree in programs limited almost exclusively to technical fields of study.

55 **Schools of business and management.** The schools in this category award most of their bachelor's or graduate degrees in business or business-related programs.

56 **Schools of art, music, and design.** Institutions in this category award most of their bachelor's or graduate degrees in art, music, design, architecture or some combination of such fields.

57 **Schools of law.** The schools included in this category award most of their degrees in law. The list includes only institutions that are listed as separate campuses in the Higher Education General Information Survey.

58 **Teachers colleges.** Institutions in this category award most of their bachelor's or graduate degrees in education or education-related fields.

59 **Other specialized institutions.** Institutions in this category include graduate centers, maritime academies, military institutes without liberal arts programs, and institutions that do not fit any other classification category.

Source of data: The 1987 Classification of Institution of Higher Education. Copyright 1987, The Carnegie Foundation for the Advancement of Teaching. Reproduced with permission.

NCES CODES

Common tables for values and ranges of data elements in HEGIS data files. Data names and mnemonics correspond to like names on individual data set descriptions.

AO1 - DOCTORAL-LEVEL INSTITUTIONS WITHOUT MEDICAL SCHOOL
AO2 - DOCTORAL-LEVEL INSTITUTIONS WITH MEDICAL SCHOOL
BO1 - COMPREHENSIVE INSTITUTIONS WITHOUT MEDICAL SCHOOL
BO2 - COMPREHENSIVE INSTITUTIONS WTH MEDICAL SCHOOL
CO1 - GENERAL BACCALAUREATE INSTITUTIONS
DO1 - SPECIALIZED/SCHOOL OF PHILOSOPHY, RELIGION AND THEOLOGY
DO2 - SPECIALIZED/MEDICAL SCHOOLS
DO3 - SPECIALIZED/OTHER HEALTH INSTITUTIONS
DO4 - SPECIALIZED/ENGINEERING SCHOOLS
DO5 - SPECIALIZED/BUSINESS SCHOOLS
DO6 - SPECIALIZED/VISUAL AND PERFORMING ARTS SCHOOLS
DO7 - SPECIALIZED/LAW SCHOOLS
DO8 - SPECIALIZED/EDUCATION SCHOOLS
DO9 - U.S. SERVICE SCHOOLS
D10 - OTHER SPECIALIZED SCHOOLS
D12 - SPECIALIZED/NON-DEGREE GRANTING INSTITUTIONS
EO1 - MULTIPROGRAM TWO-YEAR INSTITUTIONS
EO4 - SINGLE PROGRAM TWO-YEAR INSTITUTIONS

CUPA ADMINISTRATIVE COMPENSATION SURVEY
SALARY COMPARISON WORKSHEET

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the survey groups. Positions to be compared should be listed in the appropriate Job Family Group along with the corresponding 1989-90 salaries paid by your institution. CUPA salaries should be listed from the comparison table which most nearly matches the size and type of your institution. (GENERAL TABLES SHOULD NOT BE USED.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 1233 20th St., N.W., Suite 503, Washington, D.C. 20036, (202) 429-0311.

I. Executive

Pos. No.	Title	89-90 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

II. Academic

Pos. No.	Title	89-90 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

III. Administrative

Pos. No.	Title	89-90 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

IV. External Affairs

Pos. No.	Title	89-90 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

V. Student Services

Pos. No.	Title	89-90 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			
	Overall Total			

APPENDIX E

CUPA

1989-90
Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

1233 Twentieth Street, NW
Suite 503
Washington, DC 20036
(202) 429-0311

SURVEY QUESTIONNAIRE PACKET

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1989-90 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL THE COMPLETED QUESTIONNAIRE **ONLY** BY OCTOBER 13, 1989 TO: **CUPA SURVEYS, BI-SSCC, 1775 MASSACHUSETTS AVE, NW, WASHINGTON, DC 20036.** IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 429-0311.

I. GENERAL

1. PRINT or TYPE all information.
2. Do not use abbreviations.
3. If the position is vacant, please enter "v."
4. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.
5. **Return only the questionnaire form.**
6. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.
7. Please read position descriptions.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS

(Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

A. **FICE Identification Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical purposes. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you.

B. **Institution Identification**

1. *Name/ Address* - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title, and telephone number.
2. *Source of Support* - Indicate whether your institution is public, private and religious-group affiliated, or private and independent.
3. *Structure* - Indicate whether the data you report is for personnel primarily associated with a single institution, an administrative office of a system, a main campus heading a system, or a campus within a system. (**Important Note:** If you check "administrative office of a system," please provide systemwide figures for the four parts to Question 4. If you check "main campus heading a system" or "campus within a system," provide individual campus figures in Question 4.)
4. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff (i.e., executive, administrative, managerial, and professional as defined by EEO categories 1 and 3), and total 1989-90 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort (Annualized Salary). Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please average those salaries and do not report data on internal/external promotion, sex and minority status.

ANNUALIZED SALARY. Indicate the full-time annualized salary for each position. Report all salaries at full-time (100%) effort. For example: your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the annualized salary.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 307.00. If that person reports to the Chief Personnel/Human Resources Officer, position number 306.00, you would write 306.00 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY OCTOBER 13, 1989 TO:

CUPA SURVEYS
BI-SSCC
1775 MASSACHUSETTS AVENUE, NW
WASHINGTON, DC 20036

Note: Your timely response is greatly appreciated.
The October 13 return date will not be extended.

Please be sure to keep a copy of the completed questionnaire for your files.

1989-90 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported. Please note: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. Combined responsibility positions such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid are listed here the same as individual positions.

EXECUTIVE

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

101.10 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.10 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

103.00 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.00 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

202.00 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

203.00 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

202.00 **CIRCULATION LIBRARIAN:** Senior person responsible for control of lending and shelving operations.

203.20 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

203.30 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving processing, bibliographic control, cataloguing, binding, and repair, etc.

203.40 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (lending, orientation, bibliographic instruction, audio-visual services, etc.)

203.50 REFERENCE LIBRARIAN: Senior person responsible for developing and managing reference materials and assisting users in researching problems, conducting bibliographic searches, etc.

204.00 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

204.10 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.00 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multimedia learning devices.

206.00 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

207.00 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

208.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

208.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

209.00 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

210.00-242.00 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

ADMINISTRATIVE

301.00 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

301.01 CHIEF ADMINISTRATION OFFICER: The senior administrative official responsible for administrative affairs. Functions supervised typically include purchasing, physical plant management, property management, personnel services, administrative computing, auxiliary enterprises, and related matters.

301.02 CHIEF FINANCIAL OFFICER: The senior administrative official responsible for the direction of financial affairs. Functions supervised typically include investments, accounting, budgets, and related matters.

301.10 DIRECTOR, HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.20 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

302.00 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.00 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

303.10 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

304.00 CHIEF PLANNING & BUDGET OFFICER: This position combines the major duties and responsibilities as defined in 302.00 and 303.00.

305.00 GENERAL COUNSEL: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

305.10 STAFF ATTORNEY(S): The administrative official(s) responsible for advising the institution on its legal rights.

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

306.10 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.20 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

306.30 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

306.40 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity in a *nonunion* setting.

306.50 MANAGER, LABOR RELATIONS: Advises management, faculty and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances and recommends policies.

306.60 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

306.70 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

306.80 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

307.00 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

307.10 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

308.00 DIRECTOR OF PERSONNEL AND AFFIRMATIVE ACTION: This position combines the major duties and responsibilities as defined in 306.00 and 307.00.

309.00 CHIEF COMPUTER OFFICER: Directs the institution's major computing activities. Functions may typically include computer programming, systems studies, computer operations, and telecommunications.

309.10 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

309.20 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

309.30 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgement. Position involves no programming responsibility.

309.40 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

309.50 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgement.

309.60 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

310.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

310.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

311.00 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation, and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

312.00 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

312.10 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

312.20 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.30 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.40 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

312.50 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

312.60 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.00 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

313.10 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

314.00 DIRECTOR ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

314.10 STAFF ACCOUNTANT - (Highest Level): Responsible for maintaining, auditing, inspecting, and reporting *complex* financial records of the institution.

314.20 STAFF ACCOUNTANT - (Lowest Level): Responsible for maintaining, auditing, inspecting, and reporting *routine* financial records of the institution.

315.00 BURSAR: Custodian of institutional funds.

315.10 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

316.00 DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

316.10 ASSOCIATE DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: The second senior administrative official responsible for central purchasing operations for the institution.

317.00 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

317.10 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

318.00 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

319.00 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, bookstore, housing, vending, student unions, and printing, but may include a variety of services and operations.

319.10 MANAGER, MAIL SERVICES: Responsible for operation of campus mail services including pick-up and delivery of materials, metering of bulk mail and acquisition of postal permits as needed.

320.00 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking: organizes security programs and training as needed.

321.00 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

322.00 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.00 is the same official as 202.00, please ignore 322.00).

322.10 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.20 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center faculty.

EXTERNAL AFFAIRS

401.00 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

401.10 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.20 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.30 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

401.40 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.00 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.10 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER: This position combines the major duties and responsibilities as defined in 401.00 and 402.00.

404.00 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

405.00 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS: This position combines the major duties and responsibilities as defined in 403.00 and 404.00.

406.00 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

407.00 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laypersons of the support church(es). (This does not include "chaplain.")

408.00 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

409.00 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.10 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

409.20 MANAGER, PRINTING SERVICES: Responsible for operation of campus printing services including offset printing and bulk xerographic reproduction.

410.00 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

411.00 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.00 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extra-curricular student life programs. Functions typically include student counseling and testing, student placement, student union relationships with student organizations, and related functions.

502.00 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

502.10 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

502.20 ADMISSIONS COUNSELOR: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g., recruiting, records).

502.30 ACADEMIC ADVISOR: Advises undergraduate students in the construction of schedules and core curriculum, major, and elective requirements. Assists in registration and drop/add, approves AP credit, and approves transfer credit to satisfy curriculum requirements.

503.00 DIRECTOR, ADMISSIONS & REGISTRAR: This position combines the major duties and responsibilities as defined in 503.00 and 504.00.

504.00 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

504.10 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.20 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g., military/VA registration, international registration).

505.00 DIRECTOR, ADMISSIONS AND FINANCIAL AID: This position combines the major duties and responsibilities as defined in 502.00 and 506.00.

506.00 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

506.10 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

507.00 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

507.10 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

508.00 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

508.10 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

508.20 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

508.30 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

510.00 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.00 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

511.10 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

511.20 STUDENT UNION BUSINESS MANAGER: Responsible for the service operation of the student union including fiscal management, purchasing, and building programs.

512.00 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

513.00 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

514.00 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

514.10 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

515.00 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

516.00 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

517.00 DIRECTOR, CAMPUS MINISTRIES: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

518.00 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.00 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

520.00 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.00 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.00 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

523.00 DIRECTOR, ENROLLMENT MANAGEMENT: Administrative official responsible for the development of marketing plans for the recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration, and advising.

524.00 DIRECTOR, MINORITY AFFAIRS: Responsible for the direction of counseling programs, cultural affairs, remedial and support programs, and invites minority speakers to campus. May also be responsible for minority housing and intercultural centers.

525.00 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) noncredit conferences and seminars.

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE TO:

CUPA • BI-SSCC • 1775 MASSACHUSETTS AVE, NW • WASHINGTON, DC 20036

SURVEY DUE OCTOBER 13, 1989

A. FICE CODE ________

THIS COLUMN
FOR
CUPA USE
ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by October 13, to:** CUPA SURVEYS, BI-SSCC, 1775 Massachusetts Avenue, NW, Washington, DC 20036. If you have questions, call CUPA at (202) 429-0311.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESS

Name of Institution ________________________________

Address of Institution ________________ City/State/Zip ________________

Respondent ______________ Title ______________ Telephone ________

2. SOURCE OF SUPPORT (check one)

a. ________ Public
b. ________ Private, religious group affiliated
c. ________ Private, independent

3. STRUCTURE

a. ________ A single institution
b. ________ An administrative office of a system
c. ________ A main campus heading a system
d. ________ A campus within a system

4. SIZE MEASURES

Please note for the following four questions: If you checked "administrative office of a system" in Number 3 above, then please answer the questions below with systemwide figures. If you checked either "a main campus heading a system" or "a campus within a system," supply individual campus figures.

a. ________________________ Total full-time equivalent ENROLLMENT

b. ________________________ Total full-time equivalent FACULTY

c. ________________________ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3)

d. ________________________ Total 1989-90 BUDGET (Budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hopsitals, service functions, capital funds, and similar activities.)

5. What is the average percentage pay increase for your administrative staff for salary year 1989-90? (i.e., exempt positions, as defined in question 4c). ____________

6. INSTITUTION ASSOCIATION AFFILIATION (Check below)

	YES	NO
Is your institution a member of CUPA?	____	____
Would you like to know more about CUPA and its services to members?	____	____

1989-90
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g., adding to or crossing out parts of titles). We welcome your comments but please attach them on a separate sheet of paper.

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex Male/Fem. (circle one) M	F	Minority Yes/No (circle one) Y	N
Executive									
101.00 Chief Executive Officer System/District/MultiCampus Operation (President/Chancellor)				I	O	M	F	Y	N
101.10 Assistant to the President of a System/District/MultiCampus Operation				I	O	M	F	Y	N
102.00 Chief Executive Officer of a Single Institution (President/Chancellor)				I	O	M	F	Y	N
102.10 Assistant to the President/Single Institution				I	O	M	F	Y	N
103.00 Executive Vice President				I	O	M	F	Y	N
Academic									
201.00 Chief Academic Officer				I	O	M	F	Y	N
202.00 Chief Health Professions Officer				I	O	M	F	Y	N
203.00 Director, Library Services				I	O	M	F	Y	N
203.10 Circulation Librarian				I	O	M	F	Y	N
203.20 Acquisitions Librarian				I	O	M	F	Y	N
203.30 Technical Services Librarian				I	O	M	F	Y	N
203.40 Public Services Librarian				I	O	M	F	Y	N
203.50 Reference Librarian				I	O	M	F	Y	N
204.00 Director, Institutional Research				I	O	M	F	Y	N
204.10 Associate Director, institutional Research				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
205.00 Director, Educational Media Services				I	O	M	F	Y	N
206.00 Director, Learning Resources Center				I	O	M	F	Y	N
207.00 Director, International Studies Education				I	O	M	F	Y	N
208.00 Director, Computer Center Operations/Academic				I	O	M	F	Y	N
208.10 Associate Director, Computer Center Operations/Academic				I	O	M	F	Y	N
209.00 Administrator, Grants and Contracts				I	O	M	F	Y	N
DEANS									
210.00 Architecture				I	O	M	F	Y	N
211.00 Agriculture				I	O	M	F	Y	N
212.00 Arts and Letters				I	O	M	F	Y	N
213.00 Arts and Sciences				I	O	M	F	Y	N
214.00 Business				I	O	M	F	Y	N
215.00 Communications				I	O	M	F	Y	N
216.00 Continuing Education				I	O	M	F	Y	N
217.00 Dentistry				I	O	M	F	Y	N
218.00 Education				I	O	M	F	Y	N
219.00 Engineering				I	O	M	F	Y	N
221.00 Extension				I	O	M	F	Y	N
222.00 Fine Arts				I	O	M	F	Y	N
223.00 Graduate Programs				I	O	M	F	Y	N
224.00 Health-Related Professions				I	O	M	F	Y	N
225.00 Home Economics				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one) M	F	Yes/No (circle one) Y	N
226.00 Humanities				I	O	M	F	Y	N
227.00 Instruction				I	O	M	F	Y	N
228.00 Law				I	O	M	F	Y	N
229.00 Library and Information Sciences				I	O	M	F	Y	N
230.00 Mathematics				I	O	M	F	Y	N
231.00 Medicine				I	O	M	F	Y	N
232.00 Music				I	O	M	F	Y	N
233.00 Nursing				I	O	M	F	Y	N
234.00 Occupational Studies/Vocational Education/Technology				I	O	M	F	Y	N
235.00 Pharmacy				I	O	M	F	Y	N
236.00 Public Health				I	O	M	F	Y	N
237.00 Sciences				I	O	M	F	Y	N
238.00 Social Sciences				I	O	M	F	Y	N
239.00 Social Work				I	O	M	F	Y	N
240.00 Special Programs				I	O	M	F	Y	N
241.00 Undergraduate Programs				I	O	M	F	Y	N
242.00 Veterinary Medicine				I	O	M	F	Y	N

Administrative

301.00 Chief Business Officer				I	O	M	F	Y	N
301.01 Chief Administration Officer				I	O	M	F	Y	N
301.02 Chief Financial Officer				I	O	M	F	Y	N
301.10 Director, Health and Safety				I	O	M	F	Y	N
301.20 Director, Telecommunications				I	O	M	F	Y	N
302.00 Chief Planning Officer				I	O	M	F	Y	N
303.00 Chief Budgeting Officer				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
303.10 Associate Budget Director				I	O	M	F	Y	N
304.00 Chief Planning and Budget Officer				I	O	M	F	Y	N
305.00 General Counsel				I	O	M	F	Y	N
305.10 Staff Attorney(s)				I	O	M	F	Y	N
306.00 Chief Personnel/Human Resources Officer				I	O	M	F	Y	N
306.10 Associate Director, Personnel/Human Resources				I	O	M	F	Y	N
306.20 Manager, Benefits				I	O	M	F	Y	N
306.30 Manager, Training and Development				I	O	M	F	Y	N
306.40 Manager, Employee Relations				I	O	M	F	Y	N
306.50 Manager, Labor Relations				I	O	M	F	Y	N
306.60 Manager, Employment				I	O	M	F	Y	N
306.70 Manager, Wage and Salary/Manager, Compensation				I	O	M	F	Y	N
306.80 Manager, Personnel Information Systems				I	O	M	F	Y	N
307.00 Director, Affirmative Action/Equal Employment				I	O	M	F	Y	N
307.10 Associate Director, Affirmative Action/Equal Employment				I	O	M	F	Y	N
308.00 Director, Personnel and Affirmative Action				I	O	M	F	Y	N
309.00 Chief Computer Officer				I	O	M	F	Y	N
309.10 Associate Director, Computer Center				I	O	M	F	Y	N
309.20 Data Base Administrator				I	O	M	F	Y	N
309.30 Systems Analyst I (highest level)				I	O	M	F	Y	N
309.40 Systems Analyst II (lowest level)				I	O	M	F	Y	N

Office or Function and Title		Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
							Male/Fem. (circle one)		Yes/No (circle one)	
							M	F	Y	N
309.50	Programmer Analyst I (highest level)				I	O	M	F	Y	N
309.60	Programmer Analyst II (lowest level)				I	O	M	F	Y	N
310.00	Director, Computer Center Operations/Administrative				I	O	M	F	Y	N
310.10	Associate Director, Computer Center Operations/ Administrative				I	O	M	F	Y	N
311.00	Director, Information Systems				I	O	M	F	Y	N
312.00	Chief, Physical Plant/Facilities Management Officer				I	O	M	F	Y	N
312.10	Associate Director, Physical Plant/Facilities Management				I	O	M	F	Y	N
312.20	Manager, Landscape and Grounds				I	O	M	F	Y	N
312.30	Manager, Building Maintenance Trades				I	O	M	F	Y	N
312.40	Manager, Technical Trades				I	O	M	F	Y	N
312.50	Manager, Custodial Services				I	O	M	F	Y	N
312.60	Manager, Power Plant				I	O	M	F	Y	N
313.00	Comptroller				I	O	M	F	Y	N
313.10	Manager, Payroll				I	O	M	F	Y	N
314.00	Director, Accounting				I	O	M	F	Y	N
314.10	Staff Accountant (highest level)				I	O	M	F	Y	N
314.20	Staff Accountant (lowest level)				I	O	M	F	Y	N
315.00	Bursar				I	O	M	F	Y	N
315.10	Associate Bursar				I	O	M	F	Y	N
316.00	Director, Purchasing Materials Management				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one) M	F	Yes/No (circle one) Y	N
316.10 Associate Director, Purchasing Materials Management				I	O	M	F	Y	N
317.00 Director, Bookstore				I	O	M	F	Y	N
317.10 Associate Director, Bookstore				I	O	M	F	Y	N
318.00 Director, Internal Audit				I	O	M	F	Y	N
319.00 Director, Auxiliary Services				I	O	M	F	Y	N
319.10 Manager, Mail Services				I	O	M	F	Y	N
320.00 Director, Campus Security				I	O	M	F	Y	N
321.00 Director, Risk Management and Insurance				I	O	M	F	Y	N
322.00 Administrator, Hospital Medical Center				I	O	M	F	Y	N
322.10 Director, Medical Center Public Relations/Affairs				I	O	M	F	Y	N
322.20 Director, Medical Center Personnel				I	O	M	F	Y	N

External Affairs

401.00 Chief Development Officer				I	O	M	F	Y	N
401.10 Director, Annual Giving				I	O	M	F	Y	N
401.20 Director, Corporate/Foundation Relations				I	O	M	F	Y	N
401.30 Coordinator, Resource Development				I	O	M	F	Y	N
401.40 Director, Estate Planning				I	O	M	F	Y	N
402.00 Chief Public Relations Officer				I	O	M	F	Y	N
402.10 Director, Governmental/Legislative Relations				I	O	M	F	Y	N
403.00 Chief Development and Public Relations Officer				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex	Minority
					Male/Fem. (circle one) M F	Yes/No (circle one) Y N
404.00 Director, Alumni Affairs				I O	M F	Y N
405.00 Director, Development and Alumni Affairs				I O	M F	Y N
406.00 Director, Special and Deferred Gifts				I O	M F	Y N
407.00 Director, Church Relations				I O	M F	Y N
408.00 Director, Community Services				I O	M F	Y N
409.00 Director, Publications				I O	M F	Y N
409.10 Associate Director, Publications				I O	M F	Y N
409.20 Manager, Printing Services				I O	M F	Y N
410.00 Director, Information Office				I O	M F	Y N
411.00 Director, News Bureau				I O	M F	Y N

Student Services

501.00 Chief Student Affairs Officer				I O	M F	Y N
502.00 Director, Admissions				I O	M F	Y N
502.10 Associate Director, Admissions				I O	M F	Y N
502.20 Admissions Counselor				I O	M F	Y N
502.30 Academic Advisor				I O	M F	Y N
503.00 Director, Admissions and Registrar				I O	M F	Y N
504.00 Registrar				I O	M F	Y N
504.10 Associate Registrar				I O	M F	Y N
504.20 Assistant Registrar				I O	M F	Y N
505.00 Director, Admissions and Financial Aid				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one) M	F	Yes/No (circle one) Y	N
506.00 Director, Student Financial Aid				I	O	M	F	Y	N
506.10 Associate Director, Student Financial Aid				I	O	M	F	Y	N
507.00 Director, Food Services				I	O	M	F	Y	N
507.10 Associate Director, Food Services				I	O	M	F	Y	N
508.00 Director, Student Housing				I	O	M	F	Y	N
508.10 Associate Director, Student Housing				I	O	M	F	Y	N
508.20 Housing Officer/Administrative Operations				I	O	M	F	Y	N
508.30 Housing Officer/Residence Life				I	O	M	F	Y	N
510.00 Director, Foreign Students				I	O	M	F	Y	N
511.00 Director, Student Union				I	O	M	F	Y	N
511.10 Associate Director, Student Union				I	O	M	F	Y	N
511.20 Student Union Business Manager				I	O	M	F	Y	N
512.00 Director, Student Activities				I	O	M	F	Y	N
513.00 Director, Student Placement				I	O	M	F	Y	N
514.00 Director, Student Counseling				I	O	M	F	Y	N
514.10 Associate Director, Student Counseling				I	O	M	F	Y	N
515.00 Director, Student Health Services (Physician Administrator)				I	O	M	F	Y	N
516.0 Director, Student Health Services (Nurse Administrator)				I	O	M	F	Y	N
517.00 Director, Campus Ministries				I	O	M	F	Y	N

Office or Function and Title		Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex Male/Fem. (circle one)		Minority Yes/No (circle one)	
							M	F	Y	N
518.00	Director, Athletics				I	O	M	F	Y	N
519.00	Director, Sports Information				I	O	M	F	Y	N
520.00	Director, Athletics/Men				I	O	M	F	Y	N
521.00	Director, Athletics/Women				I	O	M	F	Y	N
522.00	Director, Campus Recreation/Intramurals				I	O	M	F	Y	N
523.00	Director, Enrollment Management				I	O	M	F	Y	N
524.00	Director, Minority Affairs				I	O	M	F	Y	N
525.00	Director, Conferences				I	O	M	F	Y	N

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY OCTOBER 13, 1989 TO:

CUPA SURVEYS
BI-SSCC
1775 MASSACHUSETTS AVENUE, NW
WASHINGTON, DC 20036

Please be sure to keep a copy of the
completed questionnaire for your files.

CUPA
College and University
Personnel Association
1233 20th Street, NW, Suite 503
Washington, DC 20036